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Montana



Wages AND  
Fringe Benefits

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Statewide  
Information

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# Wages and Fringe Benefits In Montana's Private Sector By Occupational Classification

PLEASE RETURN

Published November 1991 by the  
Montana Department of Labor and Industry

The Montana Department of Labor and Industry's Job Service Division maintains 23 local Job Service Offices in Montana. You are invited to call on any of them for assistance in filling positions in your organization, obtaining labor market information, and for receiving other services in connection with your employment needs.

# LOCAL JOB SERVICE OFFICE LISTING

## ANACONDA

307 East Park  
 Anaconda, MT 59711  
 (563-3444)

## GLASGOW

238 2nd Ave. S.  
 Glasgow, MT 59230  
 (228-9369)

## FLATHEAD

427 1st Ave. E.  
 Kalispell, MT 59901  
 (752-5627)

## POLSON

417 Main St.  
 P.O. Box 970  
 Polson, MT 59860  
 (883-5261)

## BILLINGS

624 N. 24th St. (Main)  
 1425 Broadwater (Satellite)  
 Billings, MT 59101  
 (248-7371)Main  
 (259-5529)Satellite

## GLENDAVE

211 S. Kendrick  
 Glendive, MT 59330  
 (365-3314)

## LEWISTOWN

300 1st Ave. N.  
 Lewistown, MT 59457  
 (538-8701)

## SHELBY

402 1st St. S.  
 Shelby, MT 59474  
 (434-5161)

## BOZEMAN

121 N. Willson  
 Bozeman, MT 59715  
 (586-5455)

## GREAT FALLS

1018 7th St. S.  
 Great Falls, MT 59405  
 (761-1730)

## LINCOLN COUNTY

317 Mineral Ave.  
 Libby, MT 59923  
 (293-6282)

## SIDNEY

120 S. Central  
 Sidney, MT 59270  
 (482-1204)

## BUTTE

206 W. Granite  
 P.O. Box 309  
 Program Office  
 Butte, MT 59703  
 (782-0417)Granite  
 (782-9115)Pgr.Off.

## HAMILTON

333 Main St.  
 P.O. Box 73  
 Hamilton, MT 59840  
 (363-1822)

## LIVINGSTON

228 S. Main  
 P.O. Box 1199  
 Livingston, MT 59047  
 (222-0520)

## THOMPSON FALLS

608 Main St.  
 P.O. Box 669  
 Thompson Falls, MT 59873  
 (827-3472)

## CUT BANK

20 S. Central  
 Cut Bank, MT 59427  
 (873-2191)

## HAVRE

416 1st St.  
 Havre, MT 59501  
 (265-5847)

## MILES CITY

12 N. 10th St.  
 P.O. Box 1786  
 Miles City, MT 59301  
 (232-1316)

## WOLF POINT

217 3rd Ave. S  
 Wolf Point, MT 59201  
 (653-1720)

## DILLON

730 N. Montana  
 P.O. Box 1300  
 Dillon, MT 59725  
 (683-4259)

## HELENA

715 Front St.  
 Helena, MT 59601  
 (449-6006)

## MISSOULA

539 S. 3rd St. W.  
 P.O. Box 5027  
 Missoula, MT 59806  
 (728-7060)

# Wages and Fringe Benefits In Montana's Private Sector By Occupational Classification

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Statewide Information

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Published November 1991

State of Montana  
Stan Stephens, Governor

Department of Labor & Industry  
Mike Micone, Commissioner



For more information, contact:

Bob Rafferty, Chief  
Research & Analysis Bureau  
Department of Labor & Industry  
P.O. Box 1728  
Helena, Montana 59624  
Phone (406) 444-2430





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# Introduction

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**Occupational wage and fringe benefit information** is much sought after in Montana because of its usefulness in business, educational, and personal career planning:

- Montana employers use this information in determining the wages and benefits they offer their employees.
- Out-of-state firms want to know what they would need to pay employees if they were to locate in Montana.
- Educational planners find the information useful in planning curriculums.
- School counselors make use of it in career counseling.
- Individuals want to know how much they should expect to be paid within specific occupations.

This publication contains **statewide** wage-and-fringe benefit information pertaining to private employers. Corresponding information reported by public employers will be included in an upcoming publication.

**Wage information** has also been compiled for **10 regions** within the state, and can be obtained by contacting the Montana Department of Labor and Industry's Research and Analysis Bureau; P.O. Box 1728; Helena, MT 59624; (406) 444-2430, or tollfree (inside Montana) 1-800-633-0229.

See the map on the following page for information on which Montana counties are included in each of the 10 wage information regions.

Please note:

- Non-agricultural wage rates contained in this publication meet alien certification criteria. However, wage rates are periodically updated, and a local Job Service office should be contacted for the most recent rate information before any wage rate is used for alien certification purposes.
- Wages in this publication are intended for information and planning purposes only, and are NOT to be used as prevailing wage rates. If you need prevailing wage rates for public works contracts, please contact personnel at:

The Employment Relations Division  
Montana Department of Labor & Industry  
P.O. Box 1728  
Helena, MT 59624  
(406) 444-5600

A sincere thank you is extended to: The many employers across Montana who took part in this survey; the Montana Department of Labor and Industry's Job Service Division; the Job Training Partnership Act (JTPA) program in Montana; the Montana State Occupational Information Coordinating Committee (SOICC); and all past-and-present Research and Analysis Bureau staff who helped with this massive, and at times overwhelming, project.



## Montana's Wage Information Regions \*

Region 1: Flathead, Lake, Lincoln and Sanders Counties

Region 2: Mineral, Missoula and Ravalli Counties

Region 3: Beaverhead, Deer Lodge, Granite, Madison, Powell and Silverbow Counties

Region 4: Blaine, Cascade, Chouteau, Glacier, Hill, Liberty, Pondera, Teton and Toole Counties

Region 5: Broadwater, Jefferson, Meagher, and Lewis & Clark Counties

Region 6: Gallatin, Park and Sweet Grass Counties

Region 7: Fergus, Golden Valley, Judith Basin, Musselshell, Petroleum and Wheatland Counties

Region 8: Big Horn, Carbon, Rosebud, Stillwater, Treasure and Yellowstone Counties

Region 9: Daniels, Garfield, McCone, Phillips, Richland, Roosevelt, Sheridan and Valley Counties

Region 10: Carter, Custer, Dawson, Fallon, Powder River, Prairie and Wibaux Counties

\* Because of printing and distribution costs, only statewide information has been included in this publication. Please direct questions about regional wages, and requests for regional wage information packets to: Research & Analysis Bureau; Montana Department of Labor & Industry; P.O. Box 1728; Helena, MT 59624; (406) 444-2430, or tollfree (inside Montana) 1-800-633-0229.

# About the Survey

## 100 Percent Canvas of Private Employers

A previous wage-and-fringe benefit survey done by the Montana Department of Labor and Industry's Research and Analysis Bureau in 1986 produced statewide-only data drawn from a stratified sample. This survey produced both statewide and regional information, by occupation, collected from a 100-percent canvas of Montana's private employers covered by unemployment insurance. The only exceptions: 1.) Agricultural employers were not surveyed because selected agricultural wage rates are already provided through an agriculture wage survey conducted by the bureau. 2.) Construction employers were excluded because construction wages are determined through a prevailing wage survey, also conducted by the bureau.

Because of limited funds, only statewide information is presented in this publication. Regional wage information can be obtained, however, by contacting the Research & Analysis Bureau. (See the preceding page for specific information.)

(Please note: Wages included in this publication are intended for information and planning purposes only, and are not to be used as prevailing wage rates, which are wage rates that Montana law requires must be met or exceeded by employers with public works contracts. Official prevailing wage rates must be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices.)

## Montana



## Wages AND Fringe Benefits

## Two-Part Survey

The survey measured wage-and-benefit information for the week of Sept. 12, 1990. It was made up of two parts:

1.) The wage part of the survey involved sending survey packets to employers listing most of the common occupations found within employers' specific industries—along with blank survey forms for occupations that were not listed. Each employer was asked to list the number of employees within each occupation; the actual hourly wage, or salary, that each employee earned during the week of Sept. 12, 1990; the entry level wage paid for each occupation; and the number of hours worked in a normal work week.

(See sample wage survey form on page 53.)

Wages and salaries were converted to hourly rates by reporting employers based on the number of hours that employees would normally work during the week. When employers didn't make the conversions.

Bureau of Research and Analysis staff converted monthly rates to an hourly rate by using 173.333 hours per month—and converted annual salaries to an hourly rate by using 2,080 hours per year. Wage conversion tables are included on pages 51 and 52 of this publication.

Some Montana workers, of course, receive pay that is not based on hours worked—but on sales commissions, per-unit production, etc. Occupations where workers are sometimes paid on a non-hourly basis are marked with a filled square (■) symbol in the statewide and regional wage listings. In addition, wage rates for the 19 occupations in Montana that were reported most often paid on a non-hourly basis are described on page 39 of this publication.

2.) Benefits questionnaires asked employers about the benefits they provide to their employees. Employers were asked who pays the cost of benefits, how many hours are worked in a basic work week, criteria for awarding wage and salary increases, the frequency of salary adjustments, and the number of weeks per year of paid vacation. (See sample fringe benefits survey form on page 54.)

Among the fringe benefits mentioned by surveyed employers were employee discounts ranging from 10 to 50 percent, profit sharing, free child care, maternity leaves for both males and females, and room and board. Employers said they gave Christmas bonuses of turkeys, gifts, gift certificates, and cash gifts ranging from \$25 to \$100. One organization gave bonuses at Christmas and in June.

Shift premiums ranged from 10 cents an hour to 50 cents an hour. Some employers gave shift premiums on Sundays or for night shifts.

When asked what wage and salary increases were based on, employers mentioned business climate, availability of funding, legislative fund appropriation, changes in minimum wage, and production incentives.

## Survey Response

Over half of the employers responded to the survey statewide—and, of the 10 regions surveyed within the state, only one fell slightly below a 50-percent response rate.

## Data Confidentiality

As with all other bureau surveys, information provided by employers was kept confidential. Consequently, some data was not published in order to protect the identity of individual employers. Data was considered to be non-publishable when:

- 1.) One firm had over 80 percent of the employment within an occupation;
- 2.) There were fewer than three firms reporting an occupation;
- 3.) Three firms reported an occupation, but fewer than four employees were employed within that particular occupation;
- 4.) Survey forms were not signed; or
- 5.) A firm requested that data not be published.

## Comments and Suggestions Welcomed

The Department's 1986 wage-and-benefit survey produced statewide-only information pertaining to 443 published occupations. This most current survey produced statewide and regional information pertaining to 690 occupations.

As always, the Department's Research and Analysis Bureau welcomes questions, comments and suggestions from the public: For instance, do you like information about lots of occupations—or would you prefer fewer occupations surveyed in more detail? Do you like regional wage-and-benefit information—or would you be just as satisfied with statewide-only data? Is there wage-and-benefit information that you would like to see included in future publications? Do you have questions about information included in this publication? **Please contact us at:**

The Research and Analysis Bureau  
Montana Department of Labor and Industry  
P.O. Box 1728  
Helena, MT 59624  
Phone: (406) 444-2430



## General Analysis of Survey Data

**Wage and fringe benefit comparisons** are difficult to make because surveys and studies rarely match up well enough to be compared on an equal basis. A 1986 state survey, for instance, produced statewide-only data drawn from a stratified sample—and cannot accurately be compared with data collected in this most recent survey, which included statewide and regional information collected from a more extensive survey of private employers in Montana. Likewise, national wage-and-benefit information has been derived from studies that do not align well enough in terms of methodology, occupational classifications and time frames to be compared with Montana wage-and-benefit information.

There are some general observations that can be made, however, that seem to support some national labor market trends:

- Montana appears to be following a national economic trend of employment growth in service-producing industries. The 24 occupations with the most reported workers accounted for 51 percent of all the workers reported by employers during the 1990 survey—and all of the 24 occupations are almost exclusively found in service-producing industries rather than goods-producing industries.
- Montana also seems to be following a national trend toward more part-time employment. Although a statistically valid comparison cannot be made between the two wage-and-benefit surveys, private employers reported significantly more employment in workweeks of fewer than 40 hours in 1990 than in 1986. This appears to be supported by data from the monthly Current Employment Statistics survey of private, non-agricultural

production workers conducted by the Research and Analysis Bureau. From 1986 to 1991, average hourly earnings for Montanans increased—while the average hours worked during each week declined slightly. Specifically, average hourly earnings for Montana workers increased by 47 cents from \$8.72 in 1986, to \$9.19 in 1990. Average weekly hours worked by Montanans declined by 0.9 hours from 33.5 hours in 1986, to 32.6 hours in 1990. Comparable national Current Employment Statistics data shows that average hourly earnings for U.S. workers increased by \$1.26 from \$8.76 in 1986, to \$10.02 in 1990. Average weekly hours for U.S. workers declined by 0.3 hours from 34.8 hours in 1986, to 34.5 hours in 1990.

### Montana



### Wages AND Fringe Benefits

- In addition, although per capita income levels are lower in Montana than in the nation as a whole, it appears that recent per capita income gains for the state are comparable with national gains.

Because it is not possible to definitively compare data from different wage surveys, per capita personal income information is sometimes used to get a feel for Montana's wage picture. U.S. Department of Commerce Bureau of Economic Analysis data shows that Montana per capita income rose by \$3,489 from 1986 to 1990—from \$11,781 to \$15,270. During the same time period, U.S. per capita income increased by \$4,037—from \$14,654 in 1986, to \$18,691 in 1990.

Of course, inflation and changing tax structures have an important impact on both Current Employment Statistics and Bureau of Economic Analysis wage and income data, and must be taken into consideration when making any wage or income comparisons.

# Interpretation of Wage Data

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(851.383-010)	IRRIGATION SYSTEM INSTALLER	10	6.88	7.00	5.00 - 9.00	NA	NA NA
(382.664-010) ●■	JANITOR	1,194	5.11	5.00	4.25 - 5.38	4.92	1.44 - 13.52
(381.137-010) ●	JANITORIAL SERVICES SUPERVISDR	32	6.88	6.25	5.05 - 7.87	8.25	4.50 - 11.93
(700.281-010)	JEWELER	10	6.89	6.42	6.00 - 7.75	5.10	4.00 - 6.00

## Listed Alphabetically by Occupation

For the convenience of those using this publication, occupations are listed alphabetically within the statewide wage information section.

## Information from Left to Right

Information presented from left to right includes:

**D.O.T. Code:** An occupational code from the U.S. Department of Labor's *Dictionary of Occupational Titles*, which lists job descriptions for over 21,000 U.S. occupations. The first digit in each D.O.T. Code identifies the major occupational category that an occupation belongs to:

- 0/1 Professional, technical and managerial occupations
- 2 Clerical and sales occupations
- 3 Service occupations
- 4 Agricultural, fishery, forestry and related occupations
- 5 Processing occupations
- 6 Machine trades occupations
- 7 Benchwork occupations
- 8 Structural work occupations
- 9 Miscellaneous occupations

**Occupation:** The name of an occupation.

☐ Workers in occupations preceded by a filled circle (●) are required by law to be paid prevailing wage rates when they are involved with public works contracts. The wage information in this publication is to be used for informational purposes only. Prevailing wage rates are established by the Montana Department of Labor and Industry after surveying employers in 10 prevailing wage districts within the state.

These rates can be obtained from the Department's Employment Relations Division—or local Job Service offices.

☐ Workers in occupations preceded by a filled square (■) are sometimes paid on a non-hourly basis. (Non-hourly wage information begins on page 39, along with information about the 19 occupations that are most commonly paid on a non-hourly basis in Montana.)

**Number of Employees:** The number of workers reported within each occupation during the survey.

**Weighted Average:** Weighted for how many individual workers are employed at each wage rate. Each reported individual wage rate is multiplied by its corresponding frequency (number of workers), and then these products are added together to arrive at a sum total. The sum total is next divided by the total frequency (total number of workers) to determine the weighted average wage.

**Median:** The wage rate that divides the wage distribution into two equal parts. Half the reported wages fall above the median rate and half fall below it.

**Middle Range:** Includes the second and third quartiles of the sample distribution, or the middle 50 percent of the sample. Therefore, 25 percent of the wages are below the low end of the range, and 25 percent are above the high end of the range.

**Entry Level Average Wage:** Represents the average wage paid to those workers who meet the basic qualifications for the job, but who need additional on-the-job training and supervision before they are considered "journeymen" or "experienced" workers. The entry level average hourly wage may not be representative of the occupational sample due to the fact that many firms who provide wage information for experienced workers do not also provide entry level wage data.

**Entry Level Wage Range:** Shows the lowest and the highest entry level wages that were reported for each occupation.

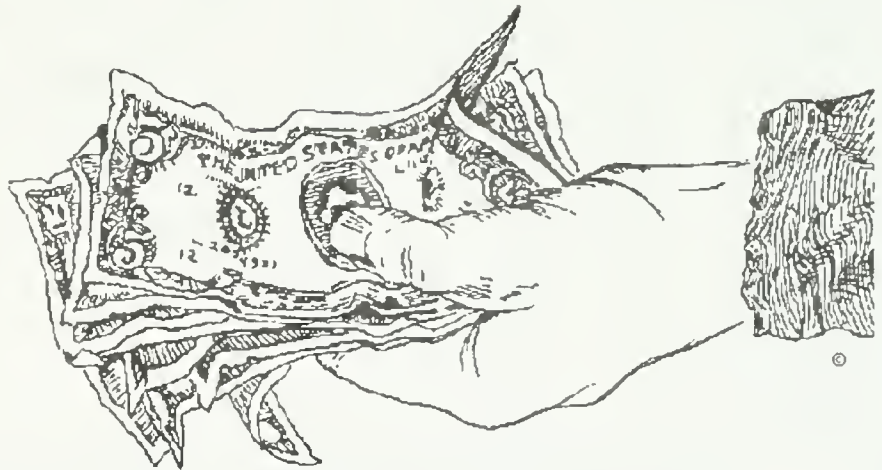
## Distribution of Employment Within Wage Ranges

Information on the numbers of workers within each occupation being paid within specific wage ranges is not included in this publication because of space limitations. However, distribution of employment information is available, and can be obtained by contacting the Research and Analysis Bureau.

## Unusually High or Low Wage Ranges

High or low wage ranges can be misleading. Sometimes an employer pays a worker on a contract basis to get a specific

task accomplished. When that payment is converted to an hourly wage, it can translate into a very high, or a very low hourly wage rate. In one instance, a worker might be paid \$600 a month to clean an office building. If he/she worked 200 hours to fulfill the contract, the hourly wage would translate to \$3 a hour. In another instance, a worker might be paid \$200 a month to do bookkeeping for a business. If he/she worked 10 hours to complete the work, it would translate to a \$20-an-hour wage.



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# Statewide Wage Information

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**MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION  
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(160.167-010)	■ ACCOUNTANT	511	12.34	10.96	8.08 - 15.00	8.22	1.10 - 26.44
(216.482-010)	ACCOUNTING CLERK	411	6.94	6.50	5.50 - 7.79	5.53	3.80 - 9.50
(187.137-010)	■ ACTIVITY COORDINATOR	102	6.58	6.41	5.45 - 7.69	5.86	3.75 - 11.35
(020.167-010)	ACTUARY	5	25.79	22.79	19.90 - 33.18	NA	NA NA
(169.167-010)	ADMINISTRATIVE ASSISTANT	117	9.10	8.37	6.81 - 10.10	7.00	3.59 - 21.70
(219.362-010)	ADMINISTRATIVE CLERK	15	7.53	7.00	5.51 - 9.02	6.09	4.00 - 11.54
(169.167-014)	ADMINISTRATIVE SECRETARY	76	8.50	8.21	7.00 - 9.43	6.80	5.00 - 10.40
(187.117-011)	ADMINISTRATOR, CLINIC	8	15.50	14.42	12.69 - 18.57	NA	NA NA
(187.117-010)	ADMINISTRATOR, HOSPITAL	40	19.44	17.76	15.38 - 22.35	16.30	8.68 - 33.87
(079.167-014)	ADMINISTRATOR, MEDICAL-RECORD	12	12.56	12.74	10.26 - 16.03	10.62	5.45 - 16.64
(195.117-010)	ADMINISTRATOR, SOCIAL WELFARE	15	12.86	10.20	7.70 - 15.96	10.50	5.50 - 18.00
(186.117-074)	■ ADMINISTRATOR, TRUST	11	12.02	10.29	7.53 - 16.77	NA	NA NA
(205.367-010)	ADMISSIONS EVALUATOR	5	7.79	7.69	6.81 - 8.81	NA	NA NA
(247.387-010)	ADVERTISING CLERK	4	5.63	4.41	4.05 - 8.43	NA	NA NA
(272.357-014)	AGRICULTURAL EQUIPMENT SALESPERSON	9	7.95	8.00	6.15 - 8.00	NA	NA NA
(196.263-014)	■ AIRPLANE PILOT, COMMERCIAL	26	13.28	13.00	11.54 - 15.65	10.40	7.50 - 14.50
(525.381-014)	ALL-ROUND BUTCHER	7	6.45	6.00	6.00 - 7.50	NA	NA NA
(913.683-010)	■ AMBULANCE DRIVER	96	5.24	5.00	4.50 - 6.00	5.21	3.80 - 6.30
(070.101-010)	■ ANESTHESIOLOGIST	10	37.78	34.85	26.80 - 50.68	NA	NA NA
(410.674-010)	ANIMAL CARETAKER	54	4.84	4.82	3.96 - 5.50	3.96	3.40 - 5.00
(079.361-014)	ANIMAL HEALTH TECHNICIAN	5	6.50	6.50	5.75 - 7.25	4.75	4.00 - 5.00
(245.367-010)	ANIMAL-HOSPITAL CLERK	4	5.48	5.24	4.62 - 6.55	NA	NA NA
(159.147-010)	ANNOUNCER	93	5.90	5.00	4.00 - 7.80	4.67	3.54 - 9.23

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 6.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 6.

**MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION  
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(723.584-010)	APPLIANCE REPAIRER	29	7.26	7.65	5.37 - 8.50	6.31	3.35 - 8.50
(827.261-010)●	APPLIANCE SERVICE REPRESENTATIVE	10	8.98	9.49	7.56 - 10.12	NA	NA - NA
(191.267-010)	APPRAISER, REAL ESTATE	6	7.10	7.22	6.69 - 7.53	NA	NA - NA
(055.067-018)	ARCHEOLOGIST	7	11.09	11.25	9.50 - 12.50	NA	NA - NA
(001.061-010)	ARCHITECT	60	13.08	12.74	11.03 - 15.00	8.49	5.04 - 11.54
(001.061-018)	ARCHITECT, LANDSCAPE	15	13.31	13.65	10.10 - 15.38	9.29	6.54 - 14.00
(141.031-010)	ART DIRECTOR	10	11.93	11.39	9.57 - 13.54	7.36	5.77 - 9.15
(022.281-010)	ASSAYER	10	12.59	12.12	11.20 - 14.16	9.55	9.00 - 10.13
(706.687-010)■	ASSEMBLER, PRODUCTION	204	5.93	5.00	4.25 - 7.00	4.84	3.80 - 8.04
(187.167-127)	ASSISTANT CLUB MANAGER	4	6.30	6.14	5.59 - 7.16	NA	NA - NA
(187.117-015)	ASSISTANT DIRECTOR	6	11.06	11.02	8.39 - 14.09	8.25	5.00 - 12.50
(320.137-015)	ASSISTANT LODGING DIRECTOR	7	8.26	6.35	5.00 - 13.62	4.59	4.00 - 5.77
(169.167-035)	ASSISTANT OFFICE MANAGER	12	7.66	5.94	5.48 - 10.95	5.71	4.25 - 7.91
(187.167-107)	ASSISTANT RESTAURANT MANAGER	24	6.05	5.95	5.29 - 6.44	NA	NA - NA
(185.167-047)■	ASSISTANT RETAIL MANAGER	263	8.24	7.29	5.88 - 10.22	5.59	2.77 - 12.74
(189.117-010)	ASSOCIATION EXECUTIVE	81	14.50	13.75	7.69 - 19.07	10.06	3.46 - 28.85
(359.677-010)	ATTENDANT, CHILDREN'S INSTITUTION	33	4.89	4.00	3.80 - 4.53	3.87	3.80 - 4.00
(729.281-010)	AUDIO VIDEO REPAIRER	7	5.68	5.50	4.00 - 6.50	NA	NA - NA
(160.162-014)	AUDITOR	12	13.33	14.29	7.78 - 16.42	9.31	7.28 - 11.54
(807.381-010)	AUTO BODY REPAIRER	164	10.15	10.00	8.00 - 12.50	7.37	3.80 - 15.60
(620.684-010)	AUTOMOBILE WRECKER	18	5.37	5.00	4.37 - 6.50	4.17	4.00 - 4.50
(806.684-038)●	AUTOMOBILE-ACCESSORIES INSTALLER	8	5.89	5.75	5.50 - 6.00	NA	NA - NA
(295.477-010)	AUTOMOBILE-RENTAL CLERK	53	4.38	4.00	3.80 - 4.35	4.22	3.80 - 5.00

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D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(620.261-018)	■ AUTOMOBILE-REPAIR-SERVICE ESTIMATOR	8	7.89	7.21	5.19 - 11.11	5.28	4.00 - 6.35
(721.281-010)	AUTOMOTIVE-GENERATOR-&-STARTER REPAIRER	6	9.83	9.50	8.37 - 10.87	NA	NA NA
(920.687-014)	BAGGER, GROCERY PACKER	107	4.11	3.85	3.80 - 4.00	3.85	3.40 - 4.50
(313.381-010)	BAKER	114	5.61	5.00	4.75 - 6.25	5.27	3.80 - 11.00
(526.686-010)	BAKER HELPER	5	4.64	4.50	3.85 - 5.50	3.93	3.80 - 4.00
(929.686-010)	BAKERY WORKER	15	4.76	5.00	4.62 - 5.00	NA	NA NA
(312.477-010)	BAR ATTENDANT	37	4.25	3.80	3.80 - 4.62	3.95	3.80 - 4.50
(663.682-010)	BARKER OPERATOR	7	8.25	9.10	7.00 - 9.18	6.50	6.00 - 7.20
(312.474-010)	■ BARTENDER	1,533	5.27	5.00	4.50 - 6.00	4.63	3.00 - 7.00
(639.681-010)	■ BICYCLE REPAIRER	11	5.44	5.00	5.00 - 6.25	NA	NA NA
(214.382-014)	BILLING CLERK	117	7.18	6.73	5.81 - 8.50	5.51	3.80 - 10.28
(214.482-010)	BILLING MACHINE OPERATOR	15	4.80	4.50	4.50 - 4.62	NA	NA NA
(653.685-010)	BINDERY WORKER	21	8.45	8.14	5.87 - 11.01	5.12	3.80 - 7.44
(807.361-014)	■ BOAT REPAIRER	20	6.38	5.50	5.00 - 8.18	5.09	3.85 - 6.00
(950.382-010)	BOILER OPERATOR	18	11.61	12.83	7.00 - 13.35	NA	NA NA
(210.382-014)	■ BOOKKEEPER, FULL-CHARGE; GENERAL	1,376	7.23	6.89	5.75 - 8.25	5.77	1.54 - 20.19
(210.382-018)	BOOKKEEPER, ONE SECTION; SPECIALTY	10	8.03	6.43	5.52 - 12.07	6.91	5.00 - 10.22
(210.382-022)	BOOKKEEPING MACHINE OPERATOR	28	5.88	5.54	5.11 - 6.95	5.27	4.62 - 8.65
(203.582-014)	BRAILLE TYPIST	14	6.59	6.12	5.94 - 7.41	5.35	4.10 - 6.92
(454.684-010)	■ BUCKER	22	10.70	10.25	8.75 - 13.00	9.29	5.00 - 17.50
(850.683-010)	BULLDOZER OPERATOR	9	9.42	9.99	8.50 - 10.28	NA	NA NA
(913.463-010)	■ BUS DRIVER	463	7.13	6.00	5.50 - 8.00	6.22	4.00 - 9.00
(187.167-018)	BUSINESS REPRESENTATIVE, LABOR UNION	17	16.09	14.48	13.25 - 18.23	16.42	5.77 - 28.13

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D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(162.157-018)	BUYER	4	15.16	15.07	9.17 - 21.24	9.98	7.42 - 12.02
(660.280-010)	CABINETMAKER	69	8.43	8.00	6.87 - 10.00	5.67	4.00 - 10.00
(311.677-010)	CAFETERIA ATTENDANT	166	4.13	3.85	3.80 - 4.25	4.15	3.80 - 5.00
(143.062-022)	CAMERA OPERATOR	28	8.37	4.50	4.23 - 6.00	4.00	3.64 - 4.33
(915.137-010)	CAR WASH SUPERVISOR	6	7.96	7.27	6.35 - 9.82	NA	NA NA
(915.667-010)	CAR-WASH ATTENDANT, AUTOMATIC	26	5.12	4.50	4.00 - 5.56	NA	NA NA
(301.687-010)	■ CARETAKER	65	4.65	4.50	4.00 - 5.00	4.07	1.73 - 6.50
(860.381-022)	CARPENTER	52	8.90	8.57	6.50 - 10.43	8.46	6.00 - 14.78
(389.664-010)	CARPET CLEANER	7	6.74	7.50	5.00 - 8.00	NA	NA NA
(864.381-010)●■	CARPET LAYER	40	9.17	10.00	8.00 - 10.43	5.41	4.00 - 6.00
(864.687-010)	CARPET-LAYER HELPER	6	6.00	6.00	5.75 - 6.37	NA	NA NA
(195.107-010)	CASEWORKER	41	7.68	7.69	5.60 - 9.29	5.93	4.00 - 7.41
(195.137-010)	CASEWORKER SUPERVISOR	26	8.03	7.32	6.40 - 9.07	7.90	6.38 - 9.03
(195.107-014)	CASEWORKER, CHILD WELFARE	3	7.70	9.00	5.10 - 9.00	NA	NA NA
(211.462-014)	■ CASHIER-CHECKER	1,468	5.44	4.50	4.00 - 5.77	4.09	3.50 - 8.41
(211.362-010)	CASHIER, GENERAL	1,346	4.64	4.25	4.00 - 5.00	4.12	1.54 - 6.00
(211.462-010)	CASHIER, OFFICE	41	4.45	4.25	3.80 - 5.00	3.79	3.35 - 4.00
(406.684-010)	CEMETERY WORKER	6	5.96	5.50	4.64 - 7.62	NA	NA NA
(235.462-010)	CENTRAL-OFFICE OPERATOR	133	11.16	11.93	11.74 - 11.93	NA	NA NA
(669.686-018)	CHAIN OFF-BEARER	30	6.87	6.50	6.43 - 8.30	5.75	5.18 - 6.30
(454.687-010)	■ CHAINSAW OPERATOR	5	12.40	12.00	12.00 - 13.00	NA	NA NA
(216.387-010)	CHECK-PROCESSING CLERK	16	6.23	5.79	5.27 - 7.18	5.29	4.51 - 6.75
(022.261-010)	CHEMICAL-LABORATORY TECHNICIAN	12	9.11	6.12	5.00 - 11.43	5.78	4.50 - 9.90

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(003.167-030)	CHIEF ENGINEER, BROADCASTING	21	13.16	11.77	9.61 - 14.28	9.91	7.21 - 13.46
(359.677-018)	■ CHILD CARE WORKER	435	4.47	4.25	3.85 - 4.75	4.03	2.42 - 5.77
(079.101-010)	CHIROPRACTOR	9	27.74	26.37	22.54 - 33.17	NA	NA NA
(079.364-010)	CHIROPRACTOR ASSISTANT	18	6.01	5.94	5.00 - 6.29	4.56	4.00 - 5.13
(921.687-014)	■ CHOKE SETTER	18	10.91	10.75	9.87 - 13.00	9.88	8.00 - 12.50
(241.217-010)	■ CLAIM ADJUSTER	51	15.41	14.51	13.85 - 15.86	10.46	6.92 - 14.64
(241.267-018)	CLAIM EXAMINER	13	12.13	12.65	8.40 - 14.60	8.34	5.50 - 11.21
(241.362-010)	CLAIMS CLERK	39	8.06	7.90	7.00 - 8.50	5.72	4.00 - 7.89
(205.367-018)	CLAIMS CLERK, LOSS-CLAIMS	10	12.89	9.53	5.37 - 20.83	7.60	4.00 - 17.75
(381.687-014)	■ CLEANER, COMMERCIAL OR INSTITUTIONAL	1,653	4.94	4.50	4.00 - 5.25	4.69	1.92 - 20.00
(323.687-014)	CLEANER, HOUSEKEEPING	81	4.55	4.15	4.00 - 4.50	4.88	3.80 - 9.00
(381.687-018)	CLEANER, INDUSTRIAL	34	4.83	4.25	4.00 - 5.78	4.44	4.00 - 5.00
(919.687-014)	■ CLEANER, TRANSPORTATION VEHICLES	60	4.26	4.00	3.85 - 4.50	3.95	3.80 - 4.50
(120.007-010)	CLERGY MEMBER	6	7.58	5.60	5.02 - 11.05	6.56	4.69 - 10.00
(203.362-010)	CLERK-TYPIST	408	6.27	6.00	5.00 - 7.20	5.11	3.46 - 11.65
(209.562-010)	CLERK, GENERAL	1,042	6.17	6.00	5.00 - 7.00	5.05	2.19 - 9.62
(652.382-010)	CLOTH PRINTER	15	9.61	11.70	5.00 - 12.10	NA	NA NA
(209.387-010)	CODING CLERK	5	6.68	5.75	5.52 - 8.30	NA	NA NA
(292.687-010)	COIN-MACHINE COLLECTOR	8	9.72	10.38	5.39 - 12.88	NA	NA NA
(639.281-014)●	COIN-MACHINE-SERVICE REPAIRER	22	9.13	9.87	6.81 - 10.84	NA	NA NA
(241.367-010)	COLLECTION AGENT	26	5.93	6.25	5.21 - 6.25	5.06	4.25 - 6.00
(241.357-010)	■ COLLECTION CLERK	16	7.66	7.69	4.75 - 8.00	6.47	4.00 - 8.00
(195.167-010)	COMMUNITY ORGANIZATION WORKER	7	9.22	8.45	4.80 - 13.71	NA	NA NA

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(309.677-010)	COMPANION	27	5.54	5.50	5.00 - 6.00	5.27	3.50 - 9.23
(973.381-010)	COMPOSITOR-AD SETUP	20	7.72	6.14	5.54 - 11.61	5.61	5.00 - 7.44
(213.362-010)	■ COMPUTER OPERATOR	390	7.00	6.50	5.50 - 8.00	5.58	3.75 - 10.00
(020.187-010)	■ COMPUTER PROGRAMMER	90	11.43	11.03	8.00 - 14.42	8.14	2.02 - 14.42
(012.167-066)	COMPUTER SYSTEMS ANALYST	62	12.84	12.98	10.23 - 14.45	9.39	4.75 - 21.64
(020.187-013)	COMPUTER SYSTEMS PROGRAMMER	8	10.75	7.62	6.25 - 18.46	10.62	5.00 - 18.12
(291.457-020)	CONCESSIONS VENDOR	45	4.10	4.00	3.80 - 4.00	5.33	3.80 - 8.00
(869.664-014)	CONSTRUCTION WORKER (GENERAL LABORER)	38	10.80	10.50	7.87 - 12.60	5.50	4.50 - 7.00
(189.167-010)	CONSULTANT	13	14.95	12.33	8.07 - 20.76	9.88	5.77 - 13.00
(186.117-014)	CONTROLLER	65	15.56	15.00	11.29 - 19.11	11.67	5.00 - 20.39
(317.687-010)	COOK HELPER	52	4.76	4.52	4.30 - 4.99	4.39	3.80 - 5.38
(313.131-018)	COOK, HEAD, SCHOOL CAFETERIA	6	6.87	6.46	5.27 - 8.29	5.76	3.80 - 7.21
(526.381-026)	COOK, KETTLE	33	5.22	5.00	4.05 - 5.62	4.22	3.80 - 5.07
(315.361-010)	■ COOK, MESS	383	5.55	5.25	4.73 - 6.41	5.00	3.35 - 11.00
(313.361-014)	COOK, RESTAURANT	30	5.61	5.48	3.87 - 6.50	6.09	3.80 - 11.60
(187.167-022)	COORDINATOR, VOLUNTEER SERVICES	8	8.41	9.27	4.81 - 10.93	7.78	4.40 - 9.50
(131.067-014)	COPY WRITER	14	7.97	7.85	6.20 - 8.70	7.72	5.00 - 11.06
(160.167-018)	COST ACCOUNTANT	55	12.88	13.14	8.94 - 16.44	9.32	3.46 - 21.03
(160.267-018)	COST ESTIMATOR	11	9.65	9.25	6.50 - 13.75	7.63	4.00 - 9.25
(045.107-011)	COUNSELOR, ASSISTANT	4	9.07	8.92	8.65 - 9.61	NA	NA NA
(045.107-010)	COUNSELOR, GUIDANCE	56	7.96	8.35	7.50 - 8.92	7.36	3.80 - 11.54
(311.677-014)	COUNTER ATTENDANT, CAFETERIA	20	5.12	5.00	4.43 - 5.50	NA	NA NA
(311.137-010)	COUNTER SUPERVISOR	30	4.93	4.75	3.96 - 5.50	NA	NA NA

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(290.477-010)	COUPON-REDEMPTION CLERK	28	4.37	4.25	3.81 - 4.40	NA	NA - NA
(211.000-000)	COURTESY CLERK-SACK PERSON	99	3.88	3.80	3.80 - 3.85	3.92	3.80 - 4.00
(191.267-014)	■ CREDIT ANALYST	18	11.40	9.29	7.73 - 15.06	6.37	4.50 - 7.21
(205.367-022)	■ CREDIT CLERK	53	7.10	6.92	6.04 - 8.11	4.96	4.00 - 6.25
(186.167-022)	CREDIT MANAGER	3	7.97	6.88	6.25 - 10.77	NA	NA - NA
(102.017-010)	CURATOR	13	7.19	6.25	4.75 - 8.65	9.37	6.00 - 15.18
(299.367-010)	■ CUSTOMER SERVICE CLERK-CIRCULATION	17	6.36	6.35	5.62 - 7.42	5.12	4.25 - 6.08
(239.367-010)	CUSTOMER-SERVICE REPRESENTATIVE	33	10.80	10.21	8.16 - 11.80	8.01	6.40 - 11.02
(239.227-010)	CUSTOMER-SERVICE-REP INSTRUCTOR	11	9.47	8.00	5.70 - 12.43	7.78	4.25 - 14.38
(607.682-010)	CUT-OFF SAW OPERATOR, METAL	8	8.03	8.90	6.77 - 8.90	NA	NA - NA
(203.582-026)	DATA - CODER OPERATOR	22	6.77	6.00	5.59 - 7.05	5.59	4.00 - 10.00
(299.477-010)	DELIVERER, MERCHANDISE	124	5.01	4.50	4.00 - 5.50	4.33	3.50 - 6.00
(230.667-010)	■ DELIVERER, OUTSIDE	35	4.74	4.62	4.00 - 5.25	4.17	3.50 - 5.25
(079.371-010)	DENTAL ASSISTANT	399	7.09	6.92	6.00 - 8.00	5.48	3.05 - 9.20
(078.361-010)	■ DENTAL HYGIENIST	173	15.12	14.25	12.50 - 16.00	12.34	4.00 - 28.87
(712.381-018)	■ DENTAL-LABORATORY TECHNICIAN	26	8.39	8.37	6.67 - 9.13	6.55	4.00 - 12.98
(072.101-010)	DENTIST	50	34.65	30.77	19.68 - 48.36	25.70	4.50 - 57.69
(712.681-014)	DENTURE-MODEL MAKER	5	12.29	11.54	6.50 - 18.46	NA	NA - NA
(921.663-022)	DERRICK OPERATOR	16	12.12	10.61	9.26 - 15.37	NA	NA - NA
(930.683-018)	DERRICK WORKER, WELL SERVICE	24	8.44	7.75	6.31 - 11.00	NA	NA - NA
(142.081-010)	■ DESIGNER, FLORAL	129	5.04	5.00	4.27 - 5.50	4.24	3.80 - 5.25
(141.061-018)	DESIGNER, GRAPHIC	27	10.41	8.21	6.50 - 10.00	6.24	4.50 - 8.00
(142.061-026)	DESIGNER, INDUSTRIAL	20	9.84	9.45	5.32 - 13.73	8.01	4.00 - 14.42

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(142.051-014)	DESIGNER, INTERIOR	18	6.66	5.25	5.25 - 7.12	7.98	3.75 - 11.54
(007.061-026)	DESIGNER, TOOL	5	11.73	13.75	6.53 - 15.93	NA	NA NA
(340.367-010)	DESK CLERK, BOWLING FLOOR	21	4.70	4.25	4.00 - 5.37	4.12	3.85 - 4.50
(017.261-018)	DETAILER	16	4.95	4.77	4.31 - 5.68	4.43	3.80 - 5.00
(976.681-010)	DEVELOPER	9	6.21	5.48	4.37 - 9.00	NA	NA NA
(245.587-010)	DIETARY CLERK	12	4.56	4.22	4.00 - 4.55	NA	NA NA
(077.127-014)	DIETITIAN, CLINICAL	4	10.22	10.68	7.98 - 12.00	NA	NA NA
(311.677-018)	DINING ROOM ATTENDANT	83	3.92	3.80	3.80 - 4.00	3.84	3.80 - 4.00
(045.107-018)	DIRECTOR OF COUNSELING	12	11.82	11.56	10.90 - 12.30	8.78	7.00 - 10.50
(187.117-014)	■ DIRECTOR, COMMUNITY ORGANIZATION	65	10.57	9.13	7.72 - 12.75	8.97	3.35 - 24.04
(099.117-010)	DIRECTOR, EDUCATIONAL PROGRAM	8	10.45	8.78	7.75 - 13.95	10.12	7.56 - 14.79
(165.117-010)	DIRECTOR, FUNDRAISING	4	19.18	19.19	15.53 - 22.81	NA	NA NA
(187.167-030)	■ DIRECTOR, FUNERAL	19	13.19	13.46	10.50 - 16.15	10.77	8.65 - 14.71
(187.117-018)	DIRECTOR, INSTITUTION	11	12.63	12.50	7.69 - 15.50	10.32	4.55 - 15.00
(102.117-014)	DIRECTOR, MUSEUM-OR-ZOO	4	14.62	10.84	7.18 - 25.82	NA	NA NA
(092.137-010)	DIRECTOR, PRESCHOOL	8	7.89	7.24	5.94 - 10.00	5.80	3.91 - 7.00
(184.117-010)	DIRECTOR, PUBLIC SERVICE	43	12.49	11.54	4.90 - 16.09	15.91	4.38 - 34.75
(189.117-014)	DIRECTOR, RESEARCH AND DEVELOPMENT	4	15.22	12.90	7.95 - 24.78	NA	NA NA
(913.167-014)	DISPATCHER, BUS AND TROLLEY	12	10.24	10.80	7.81 - 11.71	8.18	5.50 - 9.96
(954.362-010)	DITCH RIDER	36	8.56	8.81	7.77 - 9.81	6.71	4.12 - 9.00
(418.674-010)	■ DOG GROOMER	11	4.39	4.04	4.00 - 4.62	3.96	3.80 - 4.04
(001.261-010)	DRAFTER, ARCHITECTURAL	44	9.70	9.11	7.76 - 10.59	7.00	4.75 - 13.00
(005.281-010)	DRAFTER, CIVIL	29	10.08	10.00	8.62 - 11.10	8.10	5.00 - 11.02

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(003.281-014)	DRAFTER, ELECTRONICS	27	8.66	8.50	7.21 - 9.00	6.25	4.50 - 8.00
(010.281-014)	DRAFTER, GEOLOGICAL	10	12.03	13.13	9.04 - 14.05	9.56	6.92 - 12.00
(001.261-014)	DRAFTER, LANDSCAPE	5	8.01	7.50	6.50 - 9.77	5.67	5.00 - 6.00
(007.281-010)	DRAFTER, MECHANICAL	11	10.06	9.75	7.35 - 10.20	8.88	5.00 - 23.00
(913.663-018)	DRIVER, SHUTTLE	34	5.24	4.22	4.00 - 5.40	4.47	3.85 - 5.30
(362.382-014)	DRY CLEANER	14	6.38	6.25	5.50 - 6.31	NA	NA NA
(207.682-010)	DUPLICATING MACHINE OPERATOR	16	5.63	4.75	4.25 - 7.09	5.23	4.00 - 6.25
(132.037-022)	EDITOR	8	8.57	8.36	7.01 - 10.14	6.95	4.50 - 10.32
(721.484-010)	ELECTRIC MOTOR WINDER	4	9.86	10.50	7.01 - 12.06	NA	NA NA
(821.361-014)	ELECTRIC-METER INSTALLER	5	17.19	18.47	15.26 - 18.47	NA	NA NA
(824.261-010)	ELECTRICIAN	13	13.61	15.51	10.87 - 15.51	10.82	7.50 - 15.83
(828.251-010)	■ELECTRONIC SALES & SERVICE TECHNICIAN	43	7.59	7.64	6.00 - 8.65	5.50	3.50 - 8.00
(079.374-010)	■EMERGENCY MEDICAL TECHNICIAN	17	6.90	7.13	6.00 - 7.61	NA	NA NA
(194.262-010)	ENGINEER, AUDIO	18	6.75	4.56	4.00 - 9.34	NA	NA NA
(005.061-014)	ENGINEER, CIVIL	83	15.44	15.00	12.02 - 19.04	11.65	5.54 - 18.46
(003.061-010)	ENGINEER, ELECTRICAL AND ELECTRONIC	62	17.89	17.75	14.42 - 20.14	13.15	4.55 - 25.00
(003.167-018)	ENGINEER, ELECTRICAL POWER SYSTEM	5	22.25	24.01	17.19 - 26.43	NA	NA NA
(828.261-014)	ENGINEER, FIELD	9	15.18	16.32	12.65 - 17.62	NA	NA NA
(012.167-030)	ENGINEER, INDUSTRIAL	12	22.43	18.00	13.64 - 25.90	10.36	3.46 - 15.00
(007.061-014)	ENGINEER, MECHANICAL	22	15.65	14.91	13.64 - 17.70	11.90	6.46 - 17.00
(010.061-018)	ENGINEER, PETROLEUM	8	18.11	19.04	6.45 - 27.02	NA	NA NA
(007.167-014)	ENGINEER, PLANT	15	16.20	14.65	12.50 - 21.95	15.09	12.50 - 16.87
(005.061-030)	ENGINEER, SANITARY	7	12.54	10.00	8.00 - 16.83	9.49	7.21 - 14.25

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(005.061-034)	ENGINEER, STRUCTURAL	13	19.20	18.47	17.15 - 20.09	14.59	10.99 - 19.62
(194.282-010)	ENGINEER, VIDEO	20	7.58	7.06	6.03 - 8.93	NA	NA NA
(012.267-010)	ENGINEERING TECHNICIAN, INDUSTRIAL	5	8.36	7.50	5.00 - 12.14	5.90	5.00 - 7.21
(029.081-010)	ENVIRONMENTAL ANALYST	7	14.48	14.56	13.40 - 16.19	10.33	8.00 - 12.00
(828.381-010)	EQUIPMENT INSTALLER	12	8.29	7.75	6.00 - 10.50	NA	NA NA
(119.367-010)	ESCROW OFFICER	12	9.56	9.16	7.05 - 10.91	6.80	4.33 - 10.00
(187.117-026)	EXECUTIVE DIRECTOR, SHELTERED WORKSHOP	10	15.00	15.44	12.95 - 16.32	12.13	11.00 - 12.90
(187.167-046)	EXECUTIVE HOUSEKEEPER	11	5.25	5.00	4.40 - 6.70	5.68	4.25 - 7.08
(189.117-034)	■ EXECUTIVE OFFICER	374	19.16	17.31	11.74 - 25.00	13.71	1.54 - 57.69
(809.381-010)	FABRICATOR-ASSEMBLER, METAL PRODUCTS	15	11.77	10.50	8.00 - 16.18	7.03	6.00 - 8.09
(090.227-010)	■ FACULTY MEMBER, COLLEGE OR UNIVERSITY	67	11.37	10.38	9.00 - 12.00	7.51	6.00 - 8.85
(454.384-010)	■ FALLER	20	17.21	20.00	12.75 - 20.57	12.75	10.00 - 16.00
(624.281-010)	FARM EQUIPMENT MECHANIC	15	7.72	7.50	7.00 - 8.65	6.76	5.00 - 9.78
(421.683-010)	FARM OR RANCH WORKER, GENERAL	5	5.96	5.54	4.96 - 7.17	NA	NA NA
(421.687-010)	FARMWORKER, CHORE TENDER	31	4.06	4.00	3.80 - 4.00	NA	NA NA
(410.664-010)	FARMWORKER, LIVESTOCK	22	5.41	5.39	4.57 - 6.17	4.92	3.75 - 6.15
(185.137-011)	FAST FOOD ASSISTANT MANAGER	79	6.07	5.75	4.90 - 7.18	4.69	3.80 - 6.84
(311.472-010)	FAST-FOODS WORKER	1,534	4.15	4.00	3.80 - 4.25	3.81	3.25 - 4.50
(189.267-010)	FIELD REPRESENTATIVE	9	11.18	11.85	9.92 - 11.93	9.61	8.31 - 11.85
(206.362-010)	FILE CLERK	187	5.06	5.00	4.03 - 5.84	4.36	3.35 - 6.00
(206.367-014)	FILE CLERK, INCL. FILE INVESTIGATIONS	5	5.26	5.00	4.36 - 6.29	4.94	3.75 - 7.01
(090.117-030)	FINANCIAL AIDE OFFICER	4	8.69	9.34	5.91 - 10.81	NA	NA NA
(373.364-010)	FIRE FIGHTER	74	9.45	10.00	8.42 - 10.00	NA	NA NA

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(343.467-014)	FLOOR ATTENDANT	52	4.60	4.50	4.25 - 5.00	4.16	3.80 - 5.00
(355.677-010)	FOOD-SERVICE WORKER, HOSPITAL	80	5.33	5.10	4.56 - 6.01	4.41	3.80 - 5.57
(040.061-034)	FORESTER	109	10.12	10.00	10.00 - 10.00	NA	NA NA
(519.687-022)	■ FOUNDRY WORKER, GENERAL	69	9.44	10.98	6.80 - 10.98	NA	NA NA
(739.684-078)	FRAHER	26	5.57	5.50	4.82 - 6.31	NA	NA NA
(620.281-038)	■ FRONT END MECHANIC	22	9.27	9.70	6.87 - 12.11	6.13	5.00 - 6.50
(921.683-042)	FRONT-END LOADER OPERATOR	9	11.56	9.75	8.85 - 14.46	NA	NA NA
(293.157-010)	FUND RAISER	20	9.05	8.66	6.52 - 10.94	6.23	1.73 - 8.21
(763.381-010)	FURNITURE FINISHER	10	5.15	5.00	4.93 - 5.62	NA	NA NA
(780.381-018)	■ FURNITURE UPHOLSTERER	15	6.80	7.00	5.25 - 8.50	NA	NA NA
(343.467-018)	GAMBLING DEALER	22	5.69	5.50	5.00 - 6.00	4.75	4.00 - 7.50
(620.131-014)	■ GARAGE SUPERVISOR	12	8.39	8.12	7.11 - 11.86	12.85	9.23 - 17.31
(909.687-010)●	GARBAGE COLLECTOR	60	10.76	13.28	7.61 - 13.28	NA	NA NA
(625.281-026)	GAS-ENGINE REPAIRER	15	9.68	8.75	7.00 - 10.00	NA	NA NA
(600.280-022)	GENERAL MACHINIST	93	10.62	11.00	9.00 - 11.92	8.08	6.00 - 14.36
(070.101-022)	■ GENERAL PRACTITIONER	61	33.85	28.85	20.80 - 36.16	27.45	23.08 - 33.94
(024.061-018)	GEOLOGIST	29	15.81	13.84	7.00 - 20.33	9.23	5.77 - 13.27
(024.061-022)	GEOLOGIST, PETROLEUM	28	19.08	19.59	15.05 - 22.87	13.93	11.00 - 17.75
(024.061-026)	GEOPHYSICAL PROSPECTOR	10	18.50	18.50	14.87 - 22.61	NA	NA NA
(865.684-010)	GLASS INSTALLER, AUTO-GLASS	30	7.67	6.50	6.00 - 9.16	5.00	4.00 - 5.50
(865.684-014)	GLASS INSTALLER, DOORS AND WINDOWS	9	6.27	6.00	5.50 - 7.00	NA	NA NA
(865.381-010)	GLAZIER	35	9.20	9.00	7.50 - 10.50	7.79	5.00 - 10.00
(153.341-011)	GOLF PRO	9	7.79	7.69	6.25 - 9.22	NA	NA NA

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(341.683-010)	GOLF-RANGE ATTENDANT	12	3.81	3.80	3.80 - 3.80	NA	NA - NA
(669.587-010)	GRADER	36	8.42	7.60	7.60 - 7.97	8.58	5.50 - 14.42
(921.683-026)	GRAIN ELEVATOR OPERATOR	32	8.11	7.43	6.50 - 10.00	NA	NA - NA
(406.683-010)	GREENSKEEPER	51	4.65	3.85	3.80 - 5.00	4.13	3.80 - 5.00
(406.137-010)	GREENSKEEPER, HEAD	77	6.86	6.46	5.00 - 8.00	5.63	3.80 - 8.65
(313.381-000)	■ GROCERY-STORE BAKER	57	6.58	6.46	4.32 - 8.17	4.80	3.80 - 7.00
(406.684-014)	●■ GROUNDSKEEPER, INDUSTRIAL-COMMERCIAL	232	5.84	5.50	4.75 - 6.35	4.96	3.30 - 9.23
(195.164-010)	GROUP WORKER	34	5.11	4.75	4.75 - 4.75	NA	NA - NA
(353.161-010)	■ GUIDE, HUNTING AND FISHING	181	7.49	5.77	4.17 - 8.65	5.27	2.31 - 9.38
(353.167-010)	GUIDE, TRAVEL	22	5.39	4.76	4.60 - 7.00	NA	NA - NA
(632.281-010)	GUN SMITH	5	5.30	5.00	4.50 - 6.25	NA	NA - NA
(332.271-018)	■ HAIR STYLIST	180	5.47	5.25	4.35 - 6.09	4.55	3.35 - 10.00
(667.662-010)	HEAD SAWYER	6	8.24	8.02	7.15 - 9.60	NA	NA - NA
(052.067-022)	HISTORIAN	5	9.95	10.00	8.25 - 11.62	NA	NA - NA
(354.377-014)	HOME ATTENDANT	26	5.46	5.00	4.93 - 6.00	5.10	4.00 - 6.50
(309.354-010)	HOMEMAKER	20	5.08	5.00	4.55 - 5.57	5.00	4.00 - 6.00
(405.687-014)	HORTICULTURAL LABORER	44	5.10	4.72	4.25 - 5.50	4.18	4.00 - 5.00
(205.362-018)	HOSPITAL ADMISSIONS CLERK	79	6.32	6.00	5.61 - 7.14	5.25	3.80 - 6.11
(352.667-010)	HOST/HOSTESS	10	5.67	5.50	4.90 - 6.23	5.00	4.50 - 5.50
(310.137-010)	HOST/HOSTESS, RESTAURANT	40	4.40	4.25	4.16 - 4.50	4.01	3.80 - 4.50
(238.362-010)	■ HOTEL (HOTEL) CLERK	424	4.54	4.40	4.00 - 5.00	4.04	3.00 - 5.50
(301.474-010)	HOUSE WORKER, GENERAL	12	4.48	4.50	4.50 - 4.70	2.71	1.92 - 4.00
(323.687-018)	HOUSECLEANER	153	4.31	4.00	4.00 - 4.50	3.92	3.25 - 4.58

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(321.137-010) ■	HOUSEKEEPER	45	4.23	4.00	3.80 - 4.25	4.36	3.85 - 5.00
(024.061-034)	HYDROLOGIST	4	12.64	14.46	6.44 - 17.00	9.09	4.62 - 12.50
(141.061-022)	ILLUSTRATOR	5	6.61	6.93	5.70 - 7.36	5.45	4.50 - 6.85
(079.361-010)	INHALATION THERAPIST	87	9.30	9.25	8.85 - 10.67	8.90	8.00 - 10.00
(151.027-014)	INSTRUCTOR, DANCING	5	11.31	12.00	9.27 - 13.00	NA	NA NA
(153.227-014)	INSTRUCTOR, PHYSICAL	73	6.15	4.50	4.00 - 7.00	5.01	3.75 - 8.00
(153.227-018) ■	INSTRUCTOR, SPORTS	173	6.87	5.00	4.15 - 9.00	5.01	2.88 - 8.00
(097.227-014)	INSTRUCTOR, VOCATIONAL TRAINING	31	10.63	7.50	5.50 - 17.19	7.39	4.29 - 16.37
(214.362-022)	INSURANCE CLERK	19	7.01	6.91	6.50 - 7.65	5.84	5.00 - 6.41
(160.167-034)	INTERNAL AUDITOR	22	11.75	11.70	7.93 - 14.50	9.00	5.50 - 14.42
(222.387-026) ■	INVENTORY CLERK	123	6.11	5.15	4.00 - 7.62	5.66	3.80 - 9.50
(020.167-014)	INVESTMENT ANALYST	12	18.20	14.94	12.15 - 20.64	11.86	8.65 - 15.39
(851.383-010)	IRRIGATION SYSTEM INSTALLER	10	6.88	7.00	5.00 - 9.00	NA	NA NA
(382.664-010)●■	JANITOR	1,194	5.11	5.00	4.25 - 5.38	4.92	1.44 - 13.52
(381.137-010)●	JANITORIAL SERVICES SUPERVISOR	32	6.88	6.25	5.05 - 7.87	8.25	4.50 - 11.93
(700.281-010)	JEWELER	10	6.89	6.42	6.00 - 7.75	5.10	4.00 - 6.00
(973.381-018)	JOB PRINTER	7	8.09	7.50	5.75 - 10.15	NA	NA NA
(343.467-022)	KENO WRITER	47	4.35	4.00	4.00 - 4.50	3.98	3.80 - 4.00
(203.582-030)	KEY PUNCH/KEY TAPE OPERATOR	78	7.24	6.62	5.50 - 8.02	5.81	4.00 - 11.00
(318.687-010) ■	KITCHEN HELPER	1,182	4.27	4.00	3.80 - 4.50	3.99	3.00 - 8.90
(310.137-014)	KITCHEN SUPERVISOR	6	7.13	7.47	5.00 - 8.45	NA	NA NA
(073.361-014)	LABORATORY ASSISTANT, ZOO/VET	15	5.58	5.60	5.34 - 5.77	4.70	4.50 - 5.00
(029.261-010)	LABORATORY TESTER	39	10.70	10.60	8.50 - 13.53	7.50	4.25 - 13.76

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(609.684-013)	LABORER, FACTORY	6	5.67	5.50	5.00 - 6.50	NA	NA - NA
(500.000-000)	■ LABORER, GENERAL	842	5.94	5.00	4.00 - 7.00	4.94	3.35 - 10.38
(408.687-014)	LABORER, LANDSCAPE	92	5.57	5.25	4.75 - 6.00	4.65	3.50 - 5.87
(609.684-014)	LABORER, MACHINE SHOP	4	5.94	5.98	5.14 - 6.70	NA	NA - NA
(929.687-022)	LABORER, SALVAGE	8	7.03	6.62	5.12 - 9.37	5.80	5.00 - 8.00
(018.167-018)	LAND SURVEYOR	46	12.10	11.54	9.50 - 14.10	9.75	6.92 - 13.46
(182.167-014)	LANDSCAPE CONTRACTOR	20	6.94	6.12	6.00 - 8.72	NA	NA - NA
(408.161-010)	LANDSCAPE GARDENER	21	6.06	6.00	5.00 - 7.00	5.49	4.50 - 6.46
(604.685-026)	LATHE OPERATOR, PRODUCTION	8	10.82	11.94	6.77 - 14.05	7.11	4.50 - 11.94
(361.684-014)	LAUNDRY WORKER	322	5.14	5.00	4.25 - 5.90	4.27	3.50 - 5.99
(408.684-010)	LAWN-SERVICE WORKER	25	6.10	6.94	6.00 - 6.94	NA	NA - NA
(110.107-010)	■ LAWYER	185	19.79	16.46	13.19 - 21.35	15.89	7.50 - 85.00
(511.582-010)	LEACHER	19	11.91	12.60	10.25 - 14.20	NA	NA - NA
(690.783-000)	LEAD PERSON	12	8.25	9.50	5.44 - 9.61	7.17	4.50 - 9.00
(201.362-010)	LEGAL SECRETARY	401	8.11	7.75	6.69 - 9.36	5.74	3.64 - 9.50
(100.167-026)	LIBRARIAN, LAW	4	10.64	7.64	4.81 - 19.44	NA	NA - NA
(249.367-046)	LIBRARY ASSISTANT	6	5.25	5.38	4.85 - 5.78	NA	NA - NA
(079.374-009)	LICENSED PRACTICAL NURSE, HOSPITAL STAFF	283	8.74	8.67	8.03 - 9.97	7.22	5.55 - 8.73
(079.374-015)	LICENSED-PRACTICAL NURSE, CLINIC	143	7.85	7.58	7.25 - 8.50	6.58	4.50 - 8.00
(079.374-011)	LICENSED-PRACTICAL NURSE, LONG-TERM CARE	258	8.07	7.90	7.25 - 8.58	7.19	6.00 - 8.20
(379.667-014)	LIFEGUARD	20	4.12	4.00	4.00 - 4.25	NA	NA - NA
(821.261-014)	LINE MAINTAINER	31	16.70	16.90	15.64 - 17.80	NA	NA - NA
(821.361-026)	LINE REPAIRER	74	17.55	18.09	15.62 - 18.47	14.40	10.93 - 18.29

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(821.131-014)	LINE SUPERVISOR	13	18.12	17.75	16.62 - 20.04	NA	NA - NA
(912.687-010)	LINE-SERVICE ATTENDANT	41	6.45	6.00	5.37 - 8.00	4.58	4.25 - 5.00
(222.387-030)	LINEN-ROOM ATTENDANT	9	5.97	6.05	6.02 - 6.05	NA	NA - NA
(906.683-014)	LIQUID-FERTILIZER SERVICER	16	5.84	5.50	5.00 - 6.00	NA	NA - NA
(410.674-018)	LIVESTOCK YARD ATTENDANT	51	4.88	4.00	4.00 - 5.00	NA	NA - NA
(932.683-014)	LOADING MACHINE OPERATOR	24	12.43	13.21	10.00 - 15.68	NA	NA - NA
(249.367-050)	LOAN CLOSER	11	9.74	9.36	7.75 - 11.47	NA	NA - NA
(186.267-018)	■ LOAN OFFICER	217	13.55	12.50	10.21 - 16.43	8.31	4.00 - 14.42
(709.281-010)	LOCKSMITH	5	6.24	5.00	5.00 - 8.10	NA	NA - NA
(455.367-010)	LOG GRADER	4	6.71	7.00	5.01 - 8.12	NA	NA - NA
(921.683-058)	■ LOG LOADER	13	11.88	12.00	9.61 - 14.00	10.04	7.20 - 13.00
(455.487-010)	LOG SCALER	6	9.73	10.42	7.87 - 10.91	7.19	6.30 - 8.08
(454.684-018)	■ LOGGER, ALL AROUND	56	11.99	12.00	11.00 - 13.37	10.16	7.00 - 15.00
(929.683-010)	■ LOGGING TRACTOR OPERATOR	16	12.88	12.25	11.25 - 12.50	NA	NA - NA
(915.583-010)	LOT ATTENDANT	5	4.28	3.46	3.46 - 5.50	NA	NA - NA
(915.687-018)	LUBRICATION SERVICER	6	7.03	5.50	4.18 - 11.46	NA	NA - NA
(929.687-031)	LUMBER YARD MANAGER	5	8.64	9.23	7.74 - 9.24	NA	NA - NA
(209.587-026)	MAIL CLERK	87	6.45	5.25	4.50 - 7.00	4.84	3.65 - 9.00
(222.587-030)	MAILER	3	4.27	4.15	4.15 - 4.50	NA	NA - NA
(860.281-010)	MAINTENANCE CARPENTER	16	8.18	7.39	6.00 - 11.31	7.07	3.50 - 11.92
(829.281-014)	■ MAINTENANCE ELECTRICIAN	65	13.20	11.92	11.92 - 14.50	12.05	7.00 - 16.35
(600.280-042)	MAINTENANCE MACHINIST	13	10.91	10.85	8.37 - 14.03	NA	NA - NA
(620.281-046)	MAINTENANCE MECHANIC	12	7.60	7.50	5.18 - 9.62	7.31	5.00 - 10.10

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D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(638.131-022)	MAINTENANCE MECHANIC SUPERVISOR	13	11.48	11.76	8.64 - 13.38	7.82	5.54 - 10.53
(822.281-018)	MAINTENANCE MECHANIC, TELEPHONE	21	16.24	16.68	16.68 - 16.68	NA	NA NA
(899.381-010)	MAINTENANCE REPAIRER, BUILDING	267	7.64	7.00	5.70 - 9.23	6.05	2.88 - 12.68
(891.137-010)	MAINTENANCE SUPERVISOR	5	17.91	24.82	6.66 - 25.71	NA	NA NA
(161.167-010)	MANAGEMENT ANALYST	4	12.59	11.55	7.37 - 18.84	NA	NA NA
(189.167-018)	MANAGEMENT TRAINEE	95	5.31	4.80	4.40 - 5.64	5.11	3.80 - 16.67
(163.167-010)	■ MANAGER, ADVERTISING	20	12.04	10.68	7.12 - 16.84	9.72	4.69 - 16.10
(184.117-026)	MANAGER, AIRPORT	4	10.44	8.94	4.87 - 17.48	NA	NA NA
(186.167-018)	MANAGER, APARTMENT HOUSE	6	7.96	8.41	5.58 - 9.58	4.94	4.04 - 5.77
(185.167-058)	■ MANAGER, AUTO SERVICE DEPARTMENT	33	9.70	9.23	8.04 - 11.77	6.37	4.04 - 9.00
(185.167-014)	■ MANAGER, AUTOMOBILE SERVICE STATION	34	9.12	9.11	6.35 - 11.08	7.45	4.81 - 9.23
(184.117-034)	MANAGER, AUTOMOTIVE SERVICES	3	15.04	14.54	6.48 - 24.09	NA	NA NA
(186.117-034)	MANAGER, BROKERAGE OFFICE	6	10.50	7.03	6.02 - 18.23	NA	NA NA
(187.167-070)	MANAGER, CASINO	4	7.57	7.25	6.07 - 9.37	NA	NA NA
(163.167-014)	MANAGER, CIRCULATION	6	12.03	8.37	5.54 - 21.80	7.29	4.15 - 16.10
(168.167-054)	MANAGER, CREDIT AND COLLECTION	35	12.66	10.68	8.40 - 14.77	9.45	4.62 - 18.08
(299.137-010)	MANAGER, DEPARTMENT	22	8.03	7.05	6.61 - 8.52	5.71	1.15 - 10.38
(169.167-030)	MANAGER, ELECTRONIC DATA PROCESSING	15	12.53	10.19	7.08 - 16.50	9.70	4.90 - 18.75
(166.167-030)	■ MANAGER, EMPLOYMENT	436	10.50	10.10	7.48 - 12.00	8.42	2.88 - 20.88
(185.137-010)	■ MANAGER, FAST FOOD SERVICES	83	7.37	6.92	5.29 - 8.77	5.98	3.35 - 11.54
(186.117-038)	MANAGER, FINANCIAL INSTITUTION	128	16.58	15.38	11.12 - 20.43	11.23	4.00 - 20.00
(187.167-106)	MANAGER, FOOD SERVICE	51	10.81	7.93	6.63 - 9.46	14.60	4.50 - 78.00
(187.167-114)	MANAGER, GOLF CLUB	8	14.14	13.40	7.49 - 21.99	11.72	7.21 - 14.50

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(162.167-010)	MANAGER, GRAIN ELEVATOR	19	12.46	11.54	9.62 - 15.39	9.42	8.65 - 10.38
(189.117-022)	■ MANAGER, INDUSTRIAL ORGANIZATION	106	11.71	10.79	8.06 - 14.24	7.99	3.46 - 11.54
(186.167-034)	MANAGER, INSURANCE OFFICE	11	16.65	15.20	11.54 - 22.49	13.28	4.94 - 23.45
(184.117-046)	MANAGER, IRRIGATION DISTRICT	12	12.50	12.81	11.19 - 15.45	9.90	9.00 - 12.01
(369.167-010)	MANAGER, LAUNDROMAT	7	8.77	7.00	6.56 - 15.00	NA	NA NA
(186.117-046)	MANAGER, LEASING	8	12.97	11.45	8.56 - 18.37	10.43	5.77 - 14.73
(187.167-126)	■ MANAGER, LIQUOR ESTABLISHMENT	46	6.98	6.96	5.09 - 8.39	5.70	2.52 - 9.00
(320.137-014)	■ MANAGER, LODGING FACILITIES	175	7.57	6.63	5.00 - 8.80	6.61	2.16 - 32.32
(185.167-034)	■ MANAGER, MERCHANDISE	57	9.94	9.23	7.20 - 12.12	7.37	3.73 - 16.15
(169.167-034)	■ MANAGER, OFFICE	1,002	9.91	8.75	7.00 - 11.50	7.34	3.13 - 23.08
(185.167-038)	■ MANAGER, PARTS	30	8.46	8.35	6.72 - 10.10	6.32	4.36 - 9.25
(183.117-014)	MANAGER, PLANT	49	14.91	13.70	11.15 - 18.83	11.84	4.00 - 21.64
(184.167-074)	MANAGER, PRODUCTION	3	11.54	11.54	7.50 - 15.58	NA	NA NA
(186.167-046)	MANAGER, PROPERTY	8	14.63	12.71	6.27 - 17.85	NA	NA NA
(185.167-046)	■ MANAGER, RETAIL STORE	938	8.86	8.08	6.00 - 10.50	7.01	1.85 - 15.38
(012.167-058)	MANAGER, SAFETY	12	14.71	16.04	9.25 - 18.37	10.21	4.00 - 15.58
(163.167-018)	■ MANAGER, SALES	153	12.37	11.25	8.58 - 14.81	7.88	3.30 - 19.04
(184.117-062)	■ MANAGER, STATION	3	13.08	12.12	12.12 - 15.00	NA	NA NA
(187.167-154)	MANAGER, THEATER	14	7.79	7.68	6.40 - 9.45	NA	NA NA
(184.167-094)	MANAGER, TRAFFIC	33	11.84	12.00	8.45 - 14.71	9.03	5.00 - 14.22
(184.167-110)	MANAGER, TRUCK TERMINAL	5	11.15	12.00	8.89 - 12.98	8.24	4.00 - 10.56
(184.167-114)	■ MANAGER, WAREHOUSE	10	12.07	12.13	9.36 - 15.09	8.98	4.50 - 16.15
(638.261-018)	MANUFACTURERS SERVICE REPRESENTATIVE	12	10.00	10.25	8.12 - 11.35	NA	NA NA

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(050.067-014)	MARKET RESEARCH ANALYST	24	6.40	4.50	4.50 - 7.12	10.30	6.00 - 17.78
(334.374-010)	HASSEUR/HASSEUSE	6	7.60	7.53	6.25 - 8.45	NA	NA NA
(929.687-030)●	MATERIAL HANDLER	138	8.06	7.70	5.97 - 10.21	5.95	4.00 - 13.32
(222.684-010)	MEAT CLERK	24	8.18	8.65	6.97 - 9.29	6.17	3.80 - 9.49
(316.684-018)	MEAT CUTTER	121	8.52	8.65	6.00 - 10.94	5.69	4.00 - 13.13
(920.587-017)	MEAT PACKAGER	49	6.71	6.00	4.79 - 8.87	4.59	3.80 - 5.32
(620.684-014) ■	MECHANIC HELPER, AUTOMOBILE	212	5.87	5.50	4.50 - 6.50	4.91	3.75 - 9.00
(621.281-014)	MECHANIC, AIRCRAFT	76	10.82	11.00	9.50 - 12.37	8.04	7.00 - 9.62
(638.261-022)	MECHANIC, AUTOMATIC PINSETTER	10	6.42	6.00	4.00 - 8.20	4.73	3.50 - 7.00
(620.261-010)●■	MECHANIC, AUTOMOBILE	821	9.23	9.00	6.50 - 12.00	6.92	3.80 - 14.69
(620.381-010)	MECHANIC, AUTOMOBILE RADIATOR	13	7.84	6.50	6.00 - 9.70	NA	NA NA
(620.261-022)●	MECHANIC, CONSTRUCTION EQUIPMENT	33	12.38	11.00	8.67 - 13.50	NA	NA NA
(625.281-010) ■	MECHANIC, DIESEL	437	11.18	11.69	9.00 - 13.50	7.78	4.00 - 14.36
(828.281-010)●	MECHANIC, ELECTRONICS	95	13.76	15.91	9.50 - 16.59	7.59	5.71 - 11.25
(638.281-014) ■	MECHANIC, MAINTENANCE	307	10.21	10.00	7.50 - 13.00	7.59	4.00 - 14.06
(637.261-026)	MECHANIC, REFRIGERATION	7	10.27	10.50	10.00 - 12.20	NA	NA NA
(625.281-034) ■	MECHANIC, SMALL-ENGINE	40	6.16	5.17	4.50 - 7.97	4.91	4.00 - 7.00
(620.281-062)	MECHANIC, TRANSMISSION	15	7.31	7.00	3.35 - 10.00	9.17	8.00 - 10.50
(007.161-026)	MECHANICAL-ENGINEERING TECHNICIAN	5	10.33	7.69	7.08 - 14.89	8.14	5.50 - 12.00
(079.367-010)	MEDICAL ASSISTANT	162	7.71	7.15	6.12 - 8.77	6.08	4.00 - 11.54
(078.381-010)	MEDICAL LABORATORY ASSISTANT	41	7.74	7.50	6.96 - 8.48	7.30	4.94 - 9.50
(245.362-010)	MEDICAL RECORD CLERK	133	6.10	5.82	5.18 - 6.81	5.17	3.80 - 8.61
(079.367-014)	MEDICAL RECORD TECHNICIAN	4	6.80	6.75	5.94 - 7.68	6.25	5.00 - 7.00

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(201.362-014)	MEDICAL SECRETARY	290	7.15	7.03	6.20 - 8.00	5.61	3.60 - 8.00
(078.361-014)	MEDICAL TECHNOLOGIST	188	11.71	11.34	10.34 - 13.60	9.18	6.30 - 11.37
(189.167-026)	MEMBERSHIP DIRECTOR	5	7.77	6.92	5.77 - 10.19	NA	NA NA
(201.362-018)	■ MEMBERSHIP SECRETARY	43	5.74	5.00	4.50 - 7.63	6.01	3.80 - 9.85
(293.357-022)	■ MEMBERSHIP SOLICITOR	20	7.69	7.33	5.02 - 10.85	6.30	2.88 - 11.16
(239.567-010)	MESSENGER	135	5.27	5.00	4.20 - 6.25	4.46	3.23 - 7.10
(209.567-010)	METER READER	47	9.29	8.62	7.92 - 10.30	9.68	6.97 - 14.42
(041.061-058)	MICROBIOLOGIST	3	9.67	10.00	8.50 - 10.50	NA	NA NA
(521.682-026)	MILL OPERATOR	8	5.55	5.65	5.45 - 5.65	NA	NA NA
(638.281-018)	MILLWRIGHT	58	12.00	11.75	9.96 - 14.28	7.95	6.30 - 10.00
(899.484-010)	MOBILE-HOME-LOT UTILITY WORKER	26	7.00	7.10	5.65 - 8.00	5.58	4.00 - 10.00
(249.382-010)	■ MORTGAGE CLERK	75	7.01	6.87	6.00 - 7.69	5.63	4.00 - 8.65
(203.382-022)	MORTGAGE-PROCESSING CLERK	13	6.75	6.70	5.91 - 7.53	NA	NA NA
(960.362-010)	MOTION PICTURE PROJECTIONIST	6	5.17	5.00	5.00 - 5.25	NA	NA NA
(249.167-014)	■ MOTOR VEHICLE DISPATCHER	58	11.46	10.59	8.61 - 13.21	7.07	4.38 - 11.00
(620.281-054)	■ MOTORCYCLE REPAIRER	7	6.40	6.00	5.00 - 7.50	4.45	3.85 - 5.00
(807.664-010)	■ MUFFLER AND EXHAUST INSTALLER	15	6.17	6.00	5.00 - 7.00	NA	NA NA
(152.041-010)	MUSICIAN, INSTRUMENTAL	13	27.62	34.15	20.82 - 34.15	NA	NA NA
(205.362-026)	NEW-ACCOUNTS CLERK	42	7.85	7.22	6.11 - 8.65	5.53	4.04 - 7.85
(184.167-014)	NEWS DIRECTOR	12	11.21	11.78	7.30 - 13.88	9.12	5.77 - 13.46
(131.267-010)	NEWSCASTER	17	9.18	8.53	7.05 - 11.10	NA	NA NA
(355.674-014)	NURSE AIDE/ORDERLY	2,868	4.93	4.41	4.30 - 5.60	4.81	3.35 - 7.40
(075.264-010)	NURSE PRACTITIONER	54	10.67	10.24	7.48 - 13.54	10.58	4.00 - 15.00

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(075.127-018)	NURSE, HEAD	82	15.38	14.12	13.40 - 18.33	11.84	10.00 - 15.60
(075.121-010)	NURSE, INSTRUCTOR	182	15.59	16.02	15.26 - 16.67	10.77	7.50 - 17.16
(079.374-014)	NURSE, LICENSED PRACTICAL	24	7.72	8.00	7.07 - 8.00	NA	NA NA
(075.374-018)	■ NURSE, PRIVATE DUTY	81	10.39	10.81	7.00 - 13.75	8.29	3.80 - 15.00
(075.374-010)	NURSE, REGISTERED	8	13.50	15.00	11.62 - 15.00	NA	NA NA
(075.127-022)	NURSE, SUPERVISOR	86	16.00	14.56	13.54 - 18.36	13.30	8.00 - 20.76
(070.101-054)	OBSTETRICIAN	5	56.16	46.16	46.15 - 71.15	NA	NA NA
(076.121-010)	OCCUPATIONAL THERAPIST	25	13.55	13.50	12.50 - 15.25	11.35	8.00 - 15.00
(355.377-010)	OCCUPATIONAL THERAPY AIDE	5	6.51	6.43	5.64 - 7.41	5.46	4.50 - 6.11
(633.281-018)●	OFFICE MACHINE SERVICER	76	8.40	8.25	6.92 - 8.75	5.85	4.55 - 7.50
(651.482-010)	OFFSET-PRESS OPERATOR	24	10.31	11.90	7.62 - 12.59	6.21	5.00 - 7.05
(170.170-000)	ONE-PERSON OFFICE WORKER	398	6.49	6.24	5.00 - 7.46	5.08	2.31 - 9.23
(859.683-010)	■ OPERATING ENGINEER	81	12.16	12.00	11.00 - 13.43	10.08	5.77 - 14.95
(186.167-050)	OPERATIONS OFFICER	19	12.57	11.11	8.17 - 17.70	6.25	5.28 - 8.33
(070.101-058)	OPHTHALMOLOGIST	5	61.84	57.69	44.04 - 81.72	NA	NA NA
(716.280-014)	OPTICIAN, OPTICAL MECHANIC	8	9.73	8.40	5.87 - 12.00	5.16	4.50 - 5.98
(716.280-008)	OPTICIAN, PRECISION LENS TECHNICIAN	32	8.25	7.50	6.61 - 9.50	5.65	4.50 - 7.21
(079.364-014)	OPTOMETRIC ASSISTANT	28	6.86	6.07	5.63 - 7.96	4.95	4.00 - 6.21
(079.101-018)	OPTOMETRIST	22	23.03	19.23	8.40 - 32.18	20.75	6.21 - 40.00
(249.367-054)	ORDER CLERK	105	7.22	6.80	5.92 - 8.00	5.14	3.85 - 8.00
(920.587-018)	■ PACKAGER, HAND	63	6.48	6.00	4.91 - 8.00	4.68	3.35 - 6.00
(840.381-010)	PAINTER	12	9.82	10.93	8.00 - 11.92	8.11	4.00 - 11.92
(970.381-022)	PAINTER, HAND	5	5.85	5.94	4.92 - 6.72	NA	NA NA

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(741.684-026)	PAINTER, SPRAY	32	5.54	4.50	4.25 - 6.56	5.57	4.00 - 8.09
(939.362-014)	PANELBOARD OPERATOR	22	13.88	14.20	12.45 - 15.68	12.58	10.00 - 16.75
(119.267-026)	PARALEGAL ASSISTANT	110	9.73	9.29	7.94 - 11.40	7.75	3.04 - 15.00
(915.473-010)	PARKING LOT ATTENDANT	12	4.37	4.00	4.00 - 4.53	4.15	4.00 - 4.33
(222.367-042)	PARTS CLERK	12	6.36	6.12	5.81 - 6.75	5.33	5.00 - 5.50
(070.061-010)	PATHOLOGIST	8	65.50	66.82	56.73 - 76.92	NA	NA NA
(191.157-010)	■ PAWNBROKER	14	6.99	6.75	4.21 - 9.66	NA	NA NA
(215.482-010)	PAYROLL CLERK	164	7.52	7.00	6.00 - 8.46	5.80	2.89 - 13.50
(309.674-014)	PERSONAL ATTENDANT	15	4.69	4.51	4.16 - 5.00	4.34	3.50 - 5.00
(209.362-026)	PERSONNEL CLERK	8	7.61	7.32	6.96 - 8.54	NA	NA NA
(074.161-010)	PHARMACIST	152	16.55	16.87	15.00 - 18.68	13.22	6.92 - 18.00
(074.387-010)	PHARMACY HELPER	62	7.00	6.32	5.71 - 7.37	5.88	4.00 - 18.50
(976.687-018)	■ PHOTOFINISHING LABORATORY WORKER	10	5.11	5.17	4.93 - 5.50	4.48	3.95 - 5.50
(972.382-014)	PHOTOGRAPHER, LITHOGRAPHIC	7	9.06	8.00	7.00 - 11.91	5.74	5.00 - 7.44
(143.062-030)	PHOTOGRAPHER, STILL	8	5.50	4.75	4.50 - 7.12	5.33	5.00 - 6.00
(143.062-034)	PHOTOJOURNALIST	16	7.88	6.76	6.41 - 9.98	5.64	4.33 - 9.14
(650.582-022)	PHOTOTYPESETTING SPECIALIST	10	8.15	7.34	5.43 - 11.73	NA	NA NA
(076.121-014)	PHYSICAL THERAPIST	75	16.72	14.77	13.78 - 16.33	14.18	8.66 - 25.00
(355.354-010)	PHYSICAL THERAPY AIDE	63	6.37	6.25	5.54 - 7.05	5.32	4.05 - 7.05
(079.364-018)	PHYSICAN, ASSISTANT	23	16.62	15.00	12.50 - 25.00	12.63	5.00 - 19.23
(012.167-050)	PLANNER, PRODUCTION	14	12.35	11.50	9.00 - 13.70	10.60	6.00 - 20.19
(214.482-023)	POLICY RATER, COMMERCIAL PROP & CAS	8	9.87	8.66	8.14 - 10.88	NA	NA NA
(214.482-022)	POLICY RATER, PERSONAL LINES	20	7.36	7.09	6.13 - 7.99	4.92	3.75 - 6.35

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(219.362-042)	POLICY-CHANGE CLERK	21	7.46	7.00	5.60 - 8.88	5.67	3.50 - 11.27
(249.262-010)	POLICYHOLDER INFORMATION CLERK	27	8.31	8.00	7.38 - 9.00	5.68	3.96 - 6.75
(915.687-022)	PORTER, USED CAR LOT (LOT PERSON)	7	4.53	5.00	3.80 - 5.00	4.27	3.80 - 5.00
(216.587-014)	POSTING CLERK	6	6.38	5.50	5.08 - 8.45	NA	NA NA
(189.117-026)	PRESIDENT	26	12.59	10.73	6.75 - 14.63	7.89	5.77 - 9.65
(090.117-034)	PRESIDENT, EDUCATIONAL INSTITUTION	6	14.90	11.92	8.27 - 19.76	8.88	6.00 - 11.42
(186.117-054)	PRESIDENT, FINANCIAL INSTITUTION	10	23.13	21.92	16.49 - 29.35	18.26	14.42 - 22.68
(651.362-010)	PRESS OPERATOR	17	10.60	11.16	9.68 - 12.40	7.68	5.00 - 10.95
(979.684-026)	PRINT SHOP HELPER	8	6.28	5.25	5.00 - 7.93	5.00	4.00 - 7.00
(976.682-014)	PRINTER OPERATOR, BLACK-AND-WHITE	15	8.09	7.25	7.25 - 7.25	5.67	5.00 - 6.00
(249.367-066)	PROCUREMENT CLERK	9	8.67	7.20	6.50 - 10.40	NA	NA NA
(299.137-011)	PRODUCE MANAGER	6	7.83	7.00	6.25 - 9.75	NA	NA NA
(221.382-018)	PRODUCTION CLERK	29	7.04	6.00	5.04 - 8.31	5.64	4.00 - 9.27
(609.685-018)	■ PRODUCTION MACHINE OPERATOR	56	7.72	7.12	5.81 - 10.10	5.04	3.65 - 6.50
(652.137-010)	PRODUCTION MANAGER, REPRODUCTION	40	6.34	4.38	4.38 - 5.00	8.43	6.00 - 12.15
(699.130-010)	PRODUCTION SUPERVISOR	14	13.43	12.02	9.15 - 18.08	10.55	5.50 - 16.73
(195.227-010)	PROGRAM AIDE, GROUP WORK	8	5.53	5.00	5.00 - 5.19	5.40	5.00 - 6.00
(962.167-014)	PROGRAM ASSISTANT	13	7.03	7.11	4.85 - 8.91	NA	NA NA
(187.117-046)	PROGRAM DIRECTOR, GROUP WORK	46	10.88	9.86	7.48 - 12.81	8.28	4.00 - 18.00
(189.117-030)	PROJECT DIRECTOR	6	13.79	14.04	11.15 - 16.67	10.59	6.92 - 15.65
(217.382-010)	PROOF-MACHINE OPERATOR	53	6.22	5.86	5.07 - 7.16	4.74	3.80 - 5.77
(209.687-010)	■ PROOFREADER	6	4.51	3.85	3.80 - 5.68	NA	NA NA
(930.382-018)	PROSPECTING DRILLER	173	13.24	13.73	10.70 - 15.08	10.10	5.77 - 13.50

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D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(078.261-022)	PROSTHETIST	6	12.00	10.00	10.00 - 15.94	NA	NA NA
(822.361-018)	■ PROTECTIVE-SIGNAL INSTALLER	5	6.89	6.25	5.34 - 8.75	NA	NA NA
(045.107-022)	PSYCHOLOGIST, CLINICAL	14	18.62	19.16	11.85 - 24.18	NA	NA NA
(165.067-010)	PUBLIC RELATIONS REPRESENTATIVE	33	10.94	10.48	8.38 - 12.86	9.16	4.62 - 16.56
(630.281-018)	PUMP SERVICER	9	8.26	9.45	6.50 - 9.75	NA	NA NA
(914.682-010)	■ PUMPER	28	10.74	11.25	8.65 - 13.14	8.47	5.98 - 10.50
(162.157-038)	PURCHASING AGENT	215	9.79	9.15	7.00 - 12.02	7.64	3.80 - 13.86
(976.267-010)	QUALITY-CONTROL TECHNICIAN	8	8.61	8.65	7.70 - 9.92	NA	NA NA
(823.261-018)●	RADIO MECHANIC	14	8.26	7.50	6.50 - 10.01	NA	NA NA
(070.101-090)	RADIOLOGIST	16	67.25	86.00	33.84 - 99.99	NA	NA NA
(237.367-038)	RECEPTIONIST	748	6.11	6.00	5.00 - 7.00	5.07	3.50 - 9.40
(195.227-014)	RECREATION LEADER	13	4.91	4.40	4.15 - 5.65	4.50	4.10 - 5.00
(341.367-010)	RECREATION-FACILITY ATTENDANT	30	5.30	5.00	3.80 - 5.84	4.47	3.80 - 5.00
(827.361-014)	REFRIGERATION MECHANIC	4	8.90	9.00	6.70 - 11.00	NA	NA NA
(075.374-014)	REGISTERED NURSE, CLINIC	390	12.29	11.50	9.75 - 14.69	8.91	5.00 - 16.00
(075.374-009)	REGISTERED NURSE, HOSPITAL STAFF	1,111	12.76	11.94	11.94 - 13.49	10.45	8.15 - 12.07
(075.374-011)	REGISTERED NURSE, LONG-TERM CARE	196	11.74	11.26	10.35 - 12.28	10.15	9.00 - 12.00
(131.267-018)	REPORTER	42	8.15	6.89	6.04 - 10.13	6.09	5.00 - 9.14
(976.361-010)	REPRODUCTION TECHNICIAN	9	5.03	5.00	4.37 - 5.50	4.56	3.80 - 5.00
(667.682-058)	RESAW OPERATOR	8	8.22	9.01	6.90 - 9.33	5.53	4.00 - 6.30
(109.267-010)	RESEARCH ASSISTANT	22	7.16	8.24	4.75 - 9.00	6.08	4.75 - 7.50
(313.131-014)	■ RESTAURANT CHEF	688	5.81	5.50	5.00 - 6.25	5.05	3.80 - 9.38
(930.382-026)	ROTARY DRILLER	11	17.16	14.04	13.50 - 23.66	NA	NA NA

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(869.684-046)	ROUSTABOUT	56	8.38	8.00	8.00 - 9.00	7.13	6.50 - 7.50
(292.353-010)	■ ROUTE DRIVER	544	6.88	5.57	4.00 - 8.75	4.83	3.50 - 9.23
(168.167-078)	SAFETY INSPECTOR	6	16.23	17.13	15.32 - 17.40	NA	NA NA
(251.257-010)	■ SALES AGENT, FINANCIAL SERVICES	26	8.21	7.06	5.80 - 9.84	5.77	5.50 - 6.81
(250.257-010)	■ SALES AGENT, INSURANCE	74	10.34	8.14	6.16 - 13.41	7.35	2.88 - 17.30
(250.357-018)	■ SALES AGENT, REAL ESTATE	19	17.72	16.35	9.62 - 32.05	NA	NA NA
(290.477-014)	■ SALES CLERK	232	4.50	4.22	4.00 - 5.00	4.03	2.50 - 5.25
(290.477-018)	SALES CLERK, FOOD	233	5.58	5.00	4.25 - 6.28	4.29	3.75 - 7.50
(250.357-022)	SALES REPRESENTATIVE	18	4.50	3.17	3.17 - 4.50	6.22	4.00 - 8.89
(254.357-014)	■ SALES REPRESENTATIVE, ADVERTISING	51	9.02	8.65	5.18 - 11.54	5.40	4.33 - 7.50
(279.357-014)	■ SALES REPRESENTATIVE, GENERAL MDSE	673	10.27	9.52	6.00 - 12.52	7.64	2.50 - 24.04
(277.457-010)	SALESPERSON, ART OBJECTS	8	4.71	4.47	4.06 - 5.37	NA	NA NA
(273.353-010)	SALESPERSON, AUTOMOBILE	8	9.02	8.57	6.41 - 11.56	NA	NA NA
(270.357-030)	SALESPERSON, FURNITURE	14	7.24	6.92	5.00 - 9.23	NA	NA NA
(279.357-054)	■ SALESPERSON, GENERAL MERCHANDISE	2,961	5.87	5.00	4.20 - 6.50	4.60	1.15 - 11.08
(279.357-058)	SALESPERSON, JEWELRY	11	6.47	5.83	5.50 - 7.62	4.77	3.50 - 6.35
(279.357-062)	SALESPERSON, PARTS	85	6.84	6.50	5.00 - 8.08	5.81	3.80 - 14.50
(701.381-014)	SAW FILER	9	10.38	10.25	9.85 - 11.12	8.39	6.00 - 11.25
(667.686-014)	SAWMILL WORKER	41	7.39	7.45	6.50 - 8.85	6.08	4.50 - 7.00
(979.684-034)	SCREEN PRINTER/DECORATOR	3	5.29	5.00	4.61 - 6.25	NA	NA NA
(201.362-030)	SECRETARY	1,275	6.65	6.26	5.25 - 7.50	5.23	2.90 - 13.85
(372.667-034)●	SECURITY GUARD	287	6.16	5.71	5.00 - 7.00	5.23	2.77 - 10.39
(369.677-010)	SELF-SERVE LAUNDRY/DRY CLEAN. ATTENDANT	21	3.82	3.80	3.80 - 4.12	NA	NA NA

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(221.367-070)	SERVICE CLERK	10	9.08	9.20	8.32 - 9.96	NA	NA - NA
(807.381-022)	SERVICE MECHANIC	6	8.07	8.60	5.86 - 9.81	NA	NA - NA
(959.574-010)	SERVICE REPRESENTATIVE	31	14.63	15.29	11.00 - 15.85	11.33	4.50 - 23.11
(915.467-010)	SERVICE STATION ATTENDANT	186	5.17	5.00	4.00 - 5.50	4.20	3.00 - 5.50
(955.362-010)	SEWAGE PLANT OPERATOR	8	7.55	7.59	5.48 - 9.63	NA	NA - NA
(787.682-046)	■ SEWING MACHINE OPERATOR	31	5.42	4.80	4.50 - 6.40	4.34	4.00 - 4.50
(389.667-010)	■ SEXTON	7	7.53	8.03	7.50 - 8.96	NA	NA - NA
(804.281-010)	SHEET METAL WORKER	26	9.80	10.00	6.12 - 12.12	NA	NA - NA
(222.387-050)	SHIPPING AND RECEIVING CLERK	315	6.53	6.25	5.00 - 7.88	4.99	3.50 - 9.82
(365.361-014)	SHOE REPAIRER	7	4.83	5.00	4.50 - 5.25	4.45	3.80 - 5.00
(313.361-022)	■ SHORT-ORDER COOK	1,094	5.02	5.00	4.40 - 5.50	4.36	3.35 - 7.00
(869.381-026)	SIGN ERECTOR	28	8.21	6.87	5.00 - 10.86	5.31	3.85 - 8.09
(979.684-030)	SILK-SCREEN PRINTER	10	5.17	4.70	4.37 - 6.06	NA	NA - NA
(732.364-014)	SKI BINDING FITTER & REPAIRER	7	5.82	5.00	5.00 - 6.50	NA	NA - NA
(955.687-014)	SNOW SHOVELER	24	7.10	6.25	5.25 - 8.22	NA	NA - NA
(195.107-022)	SOCIAL WORKER, GROUP	40	5.95	5.69	5.40 - 6.41	6.09	3.80 - 8.65
(195.107-030)	SOCIAL WORKER, MEDICAL; CLINICAL	210	9.17	8.42	6.89 - 11.30	7.74	3.80 - 12.89
(195.107-034)	■ SOCIAL WORKER, PSYCHIATRIC	26	6.94	5.63	5.58 - 8.65	6.69	5.00 - 9.60
(319.474-010)	SODA DISPENSER	59	4.07	3.85	3.80 - 4.20	3.77	3.50 - 3.85
(040.061-054)	SOIL CONSERVATIONIST	19	7.46	7.00	6.00 - 8.77	6.41	4.00 - 8.16
(813.684-022)	SOLDERER, PRODUCTION LINE	58	5.18	5.00	4.50 - 5.50	4.50	4.00 - 5.00
(166.167-046)	SPECIAL AGENT	30	12.71	14.00	11.88 - 14.00	9.47	5.77 - 11.54
(408.684-014)	SPRAYER, HAND	14	5.93	6.00	5.00 - 6.12	NA	NA - NA

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(410.674-022)	STABLE ATTENDANT	3	4.38	5.00	3.13 - 5.00	NA	NA NA
(219.362-058)	STATEMENT CLERK	4	7.67	6.21	5.33 - 11.46	NA	NA NA
(216.382-062)	STATISTICAL CLERK	28	7.11	6.00	5.00 - 8.95	5.26	3.85 - 9.06
(202.362-014)	STENOGRAPHER	56	8.39	8.04	6.79 - 10.14	5.81	3.85 - 9.23
(222.387-058)	■ STOCK CLERK	298	5.98	5.00	4.50 - 7.00	5.24	3.35 - 14.66
(299.367-014)	■ STOCK CLERK, SELF-SERVICE STORE	28	4.75	4.25	3.85 - 4.43	3.72	3.50 - 3.85
(219.367-034)	STOCK-CONTROL CLERK	9	6.95	6.60	6.00 - 8.07	6.68	5.90 - 8.50
(922.687-058)	STORES LABORER	205	7.78	7.50	6.00 - 9.15	5.49	3.80 - 10.58
(971.381-050)	STRIPPER (PRINTING & PUBLISHING)	13	11.29	12.00	11.00 - 12.40	NA	NA NA
(187.167-190)	SUPERINTENDENT, BUILDING	9	9.00	8.50	6.34 - 10.47	NA	NA NA
(182.167-026)	SUPERINTENDENT, CONSTRUCTION	7	8.36	7.50	6.50 - 10.00	NA	NA NA
(181.117-014)	SUPERINTENDENT, MINE	13	22.38	18.60	17.66 - 24.10	24.13	16.44 - 32.69
(183.167-018)	SUPERVISOR, DEPARTMENT OR DIVISION	45	12.81	12.97	10.03 - 15.38	10.05	5.20 - 18.62
(899.133-010)	SUPERVISOR, LABOR GANG	30	15.09	11.53	8.39 - 20.19	7.01	3.27 - 8.65
(638.131-026)	SUPERVISOR, MECHANICAL MAINTANENCE	8	10.43	10.50	8.73 - 12.12	NA	NA NA
(862.131-022)	SUPERVISOR, OIL FIELD	4	11.81	13.19	8.48 - 13.75	NA	NA NA
(939.131-014)	SUPERVISOR, PETROLEUM PRODUCTION	8	13.37	11.83	10.06 - 17.32	NA	NA NA
(669.130-026)	SUPERVISOR, SAW MILL	7	9.59	10.50	8.00 - 11.08	NA	NA NA
(365.131-010)	SUPERVISOR, SHOE REPAIR	11	13.23	14.42	11.54 - 15.38	NA	NA NA
(187.137-014)	SUPERVISOR, VOLUNTEER SERVICES	4	8.09	8.45	6.56 - 9.25	7.16	5.00 - 9.00
(184.167-270)	SUPERVISOR, WATER CONTROL	3	10.83	11.07	7.00 - 14.42	NA	NA NA
(070.101-094)	■ SURGEON	28	46.92	41.67	34.62 - 67.59	41.35	9.00 - 99.99
(205.367-054)	■ SURVEY WORKER	84	6.35	6.22	5.70 - 6.22	NA	NA NA

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(018.167-034)	SURVEYOR ASSISTANT, INSTRUMENTS	39	8.90	8.57	8.00 - 10.00	7.55	5.00 - 11.00
(869.567-010)	SURVEYOR HELPER	74	6.79	6.12	5.25 - 8.00	6.28	4.00 - 10.13
(003.167-062)	SYSTEMS ENGINEER, EDP	7	11.44	12.40	7.50 - 13.50	10.37	6.25 - 13.87
(785.261-014)	■ TAILOR	18	5.13	5.00	4.36 - 6.00	4.51	3.80 - 5.00
(605.380-010)	TAPE CDNTRL MACHINE OPERATOR	31	7.32	8.10	6.55 - 8.10	NA	NA NA
(913.463-018)	■ TAXI DRIVER	100	6.22	6.35	6.05 - 6.65	NA	NA NA
(913.367-010)	TAXICAB STARTER	4	5.20	4.50	4.12 - 6.98	NA	NA NA
(199.261-010)	TAXIDERMIST	7	6.39	5.50	4.50 - 8.00	NA	NA NA
(099.327-010)	TEACHER AIDE	35	5.01	5.20	4.80 - 5.20	4.51	3.80 - 6.00
(099.227-030)	TEACHER, ADULT EDUCATION	5	12.42	15.00	8.54 - 15.00	NA	NA NA
(092.227-014)	TEACHER, KINDERGARTEN	4	5.52	5.55	4.54 - 6.45	5.57	5.05 - 6.06
(094.227-022)	TEACHER, MENTALLY RETARDED	69	6.28	5.70	5.20 - 6.65	5.52	4.00 - 9.21
(092.227-018)	TEACHER, PRESCHOOL	102	6.16	6.00	4.96 - 7.42	5.68	3.80 - 10.00
(091.227-010)	TEACHER, SECONDARY SCHOOL	12	7.41	6.42	5.72 - 8.96	NA	NA NA
(077.121-010)	TECHNICIAN, DIETETIC	32	9.71	9.62	6.95 - 12.65	7.53	4.64 - 13.00
(003.161-010)	TECHNICIAN, ELECTRICAL	9	12.12	11.00	10.00 - 15.00	NA	NA NA
(078.362-018)	TECHNICIAN, ELECTROCARDIOGRAPH (EKG)	21	8.09	7.60	7.52 - 9.06	7.57	4.00 - 13.50
(003.161-014)	TECHNICIAN, ELECTRONIC	96	11.64	11.93	8.18 - 15.61	9.68	4.25 - 22.50
(007.161-018)	TECHNICIAN, MECHANICAL DESIGN	22	11.54	11.02	10.54 - 14.31	7.83	5.50 - 12.00
(079.374-022)	TECHNICIAN, OPERATING-RDDM	50	8.83	7.83	7.73 - 9.46	6.98	5.54 - 8.50
(012.261-014)	TECHNICIAN, QUALITY-CONTROL	36	10.46	10.25	7.84 - 12.35	7.24	4.50 - 12.69
(078.362-026)	TECHNICIAN, X-RAY	220	10.46	10.09	9.30 - 11.57	8.39	5.60 - 13.00
(235.662-022)	TELEPHONE OPERATOR	231	7.41	6.50	5.00 - 11.23	4.91	2.88 - 7.10

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(299.357-014)	TELEPHONE SOLICITOR	14	5.01	4.00	3.80 - 5.00	7.74	3.80 - 15.63
(720.281-018)●	TELEVISION AND RADIO REPAIRER	5	9.02	8.50	7.05 - 11.25	NA	NA NA
(821.281-010)	TELEVISION CABLE INSTALLER	5	8.62	9.20	7.00 - 9.94	NA	NA NA
(211.362-018)	TELLER	585	5.76	5.54	5.01 - 6.29	4.61	3.75 - 5.86
(211.132-010)	TELLER, HEAD	18	7.64	6.92	6.24 - 8.08	5.56	4.93 - 6.41
(203.582-054)	TERMINAL OPERATOR	32	6.59	6.73	5.81 - 7.42	5.20	4.00 - 6.50
(211.467-030)	TICKET SELLER	22	3.98	4.00	3.80 - 4.00	NA	NA NA
(344.667-010)	TICKET TAKER	10	5.33	5.87	4.50 - 6.00	4.75	4.00 - 6.00
(459.387-010)	TIMBER CRUISER	14	10.84	10.00	10.00 - 12.00	NA	NA NA
(665.482-018)	TIMBER-SIZER OPERATOR	34	8.49	8.35	7.85 - 8.90	7.86	6.00 - 12.00
(750.685-014)	TIRE RECAPPER	15	8.20	7.00	6.49 - 11.25	5.17	5.00 - 5.50
(915.684-010)■	TIRE REPAIRER	103	6.47	6.50	5.50 - 8.00	5.00	3.80 - 10.82
(119.287-010)	TITLE EXAMINER	22	8.60	7.74	6.60 - 8.89	6.54	4.00 - 11.21
(209.367-046)	TITLE SEARCHER	6	7.40	7.28	5.19 - 9.64	5.80	4.50 - 8.00
(601.280-046)	TOOL & DIE MAKER	9	10.68	11.30	9.11 - 12.75	7.34	5.50 - 8.35
(007.167-018)	TOOL PROGRAMER, NUMERICAL CONTROL	6	10.07	9.61	8.50 - 11.79	NA	NA NA
(295.357-014)	TOOL-AND-EQUIPMENT-RENTAL CLERK	38	5.16	4.55	4.00 - 5.56	4.44	3.80 - 5.77
(919.663-026)	TOW TRUCK OPERATOR	18	6.55	6.15	6.00 - 7.12	NA	NA NA
(910.682-010)	TRACK REPAIRER	21	7.29	7.25	6.87 - 7.50	NA	NA NA
(929.683-015)	TRAIL GROOMER	15	6.13	6.00	5.00 - 7.00	NA	NA NA
(203.582-058)	TRANSCRIBING MACHINE OPERATOR	12	7.10	6.94	5.97 - 8.32	6.29	5.00 - 7.50
(252.157-010)■	TRAVEL AGENT	57	6.63	6.33	5.50 - 7.53	4.47	3.80 - 5.77
(186.117-070)	TREASURER, FINANCIAL INSTITUTION	13	9.09	9.23	5.76 - 11.34	7.53	4.62 - 9.65

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 6.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 6.

**MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION  
(DATA PRESENTED IN HOURLY WAGE RATES)**

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(452.081-010)	TREE PLANTER	20	9.55	10.00	8.50 - 10.00	NA	NA - NA
(408.684-018)	TREE PRUNER	18	4.55	4.50	3.80 - 4.50	NA	NA - NA
(667.482-022)	TRIMMER SAWYER	11	7.48	7.00	6.30 - 9.10	NA	NA - NA
(905.687-010)	TRUCK DRIVER HELPER	6	6.63	6.75	5.18 - 8.00	NA	NA - NA
(905.663-014)	■ TRUCK DRIVER, HEAVY	374	11.00	10.00	7.50 - 13.73	6.96	4.50 - 16.08
(921.683-050)	TRUCK DRIVER, INDUSTRIAL	57	9.95	9.50	7.60 - 13.40	7.24	5.00 - 10.98
(906.683-022)	■ TRUCK DRIVER, LIGHT	186	7.74	7.00	5.50 - 10.00	6.10	3.50 - 13.50
(903.683-018)	TRUCK DRIVER, TANK	38	6.72	7.00	5.45 - 8.50	NA	NA - NA
(904.383-010)	■ TRUCK DRIVER, TRACTOR TRAILER	503	9.75	10.00	8.00 - 11.33	7.21	3.09 - 11.95
(169.167-058)	UNDERWRITER, AUTOMOBILE	8	9.32	9.96	6.04 - 12.16	6.94	5.13 - 9.13
(169.167-067)	UNDERWRITER, COMM. PROP. & CAS.	10	14.20	8.92	6.81 - 20.43	NA	NA - NA
(169.167-064)	UNDERWRITER, LIFE	6	17.20	13.82	5.58 - 29.08	NA	NA - NA
(169.167-065)	UNDERWRITER, MULTIPLE-LINE	18	8.98	8.00	7.27 - 9.43	5.45	3.80 - 7.00
(169.167-066)	■ UNDERWRITER, PERSONAL-LINE	7	7.64	7.50	6.15 - 8.09	6.00	6.00 - 6.00
(219.367-038)	UNDERWRITING CLERK	27	8.38	6.75	6.00 - 11.23	5.66	4.50 - 7.21
(620.684-034)	USED CAR RENOVATOR	21	4.59	4.50	4.00 - 4.67	3.88	3.80 - 4.00
(723.381-014)	VACUUM CLEANER REPAIRER	10	6.61	6.82	5.25 - 8.54	4.02	3.80 - 4.25
(905.687-014)	VAN-DRIVER HELPER	21	7.74	8.50	6.50 - 8.50	5.69	5.00 - 6.50
(073.101-010)	■ VETERINARIAN	20	11.10	11.41	9.20 - 13.20	8.34	5.77 - 12.50
(186.117-078)	VICE PRESIDENT, FINANCIAL INSTITUTION	12	16.71	14.95	13.19 - 18.27	NA	NA - NA
(311.477-030)	■ WAITER/WAITRESS	3,161	3.99	3.80	3.80 - 4.00	3.87	3.10 - 6.00
(311.477-018)	WAITER/WAITRESS, BAR	74	4.23	4.05	3.80 - 4.31	3.94	3.80 - 4.25
(929.137-018)	WAREHOUSE SUPERVISOR (MOTOR TRANS.)	13	10.19	8.85	8.20 - 11.89	7.30	5.00 - 12.00

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 6.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 6.

MONTANA INFORMATIONAL WAGE RATES BY OCCUPATION  
(DATA PRESENTED IN HOURLY WAGE RATES)

D.O.T. CODE	OCCUPATION	NUMBER OF EMPLOYEES	WEIGHTED AVERAGE	MEDIAN	MIDDLE RANGE	ENTRY LEVEL AVG WAGE	ENTRY LEVEL WAGE RANGE
(910.367-030)	WAY INSPECTOR	4	9.80	9.62	9.00 - 10.78	NA	NA NA
(363.685-010)	WEARING-APPAREL PRESSER	25	4.78	4.35	4.11 - 5.64	NA	NA NA
(359.367-014)	WEIGHT-REDUCTION SPECIALIST	9	6.98	6.25	5.75 - 7.00	7.93	4.50 - 13.30
(819.131-014)	WELD-SHOP SUPERVISOR	25	10.79	9.40	9.40 - 12.67	9.21	6.35 - 13.70
(810.384-010)	WELDER, APPRENTICE	17	5.43	5.00	4.50 - 5.25	NA	NA NA
(810.384-014)	WELDER, ARC	17	9.06	9.00	7.46 - 9.37	8.05	6.50 - 11.00
(819.384-010)	WELDER, COMBINATION	224	9.47	8.87	7.05 - 11.92	7.38	4.00 - 13.30
(811.684-014)	WELDER, GAS	13	14.03	15.14	13.83 - 15.14	NA	NA NA
(342.667-010)	WHARF ATTENDANT	6	3.85	3.85	3.80 - 3.87	NA	NA NA
(769.687-054)	WOODWORKING SHOP HAND	15	5.33	4.50	4.50 - 6.00	4.80	4.00 - 5.50
(150.000-004)	WORD PROCESSING SPECIALIST	7	6.32	6.75	6.17 - 7.20	5.62	3.08 - 6.93
(203.362-022)	WORD-PROCESSING-MACHINE OPERATOR	6	8.34	8.37	7.49 - 9.18	7.70	6.50 - 8.59
(131.267-026)	WRITER, TECHNICAL	5	8.56	8.65	8.07 - 9.00	NA	NA NA
(910.137-046)	YARD MANAGER	7	9.65	10.40	5.77 - 13.27	NA	NA NA
(929.137-030)	YARD SUPERVISOR, BLDG MATERIALS/LUMBER	5	7.19	7.00	5.25 - 9.23	NA	NA NA
(301.687-018)	YARD WORKER	42	5.39	5.00	4.37 - 6.01	4.28	3.80 - 5.00

● Workers in these occupations must be paid prevailing wage rates when involved with public works contracts. Official prevailing wage rates can be obtained from the Montana Department of Labor and Industry's Employment Relations Division, or local Job Service offices. See "Interpretation of Wage Data" information on page 6.

■ Workers in these occupations are sometimes paid on a non-hourly basis. Non-hourly wage information is included elsewhere in this publication. See "Interpretation of Wage Data" information on page 6.



## Non-Hourly Wage Rates

Some Montana workers are not paid by the hour. Private employers who responded to the survey reported that they paid over 2,700 workers on a non-hourly basis. Of these non-hourly workers, about 60 percent worked in five Montana industries. Specifically, 588 non-hourly workers were reported in **Trucking, Except Local** (SIC 4213); 344 in **Logging** (SIC 2411); 299 in **Motor Vehicle Dealers (New & Used)** (SIC 5511); 262 in **Beauty Shops** (SIC 7231); and 138 in **Local Trucking Without Storage** (SIC 4212).

Nineteen occupations accounted for about 80 percent of all non-hourly wage rates that employers reported paying. Listed in descending order according to the number of non-hourly workers reported, non-hourly workers in the following occupations were paid accordingly:

**Tractor Trailer Drivers** (DOT 904.383-010)—Paid by the mile (\$0.078/mile—\$0.225/mile); commission or percent of gross (18—30%); or an hourly rate, plus mileage. Non-hourly drivers were concentrated in the trucking industry.

**Salesperson** (DOT 279.357-054)—Paid commissions ranging from 20 to 30 percent. Surveyed employers reported that most non-hourly salespeople worked in Montana's **Automotive Dealers & Gasoline Service Stations** industry.

**Hairstylist** (DOT 332.271-018)—Paid commissions ranging from 50 to 70 percent.

**Sales Representative** (DOT 254.357-014)—Paid primarily by commissions that ranged from 20 to 30 percent.

**Timber Faller** (DOT 454.384-010)—Paid by the log (\$0.75—\$2.00/log); by the tree (\$0.50—\$3.00/tree); per thousand board feet (\$1.50—\$15.00/thousand board feet); or by the ton (\$1.50—\$3.24/ton).

**Real Estate Sales** (DOT 250.357-018)—Paid by commission.

**Logger** (DOT 454.684-018)—Paid by the log (\$0.65—\$0.80/log); by the thousand board feet (\$12.38—\$18.00/thousand board feet); or by a combination of the two.

**Heavy Truck Driver** (DOT 905.663-014)—Paid by the mile (\$0.17—\$0.21/mile); percent of gross (20—30%); by the trip; by the day; or a combination of the preceding.

**Auto Mechanic** (DOT 620.261-010)—Paid by commission (40—55%); or an hourly wage, plus commission.

**Bus Drivers** (DOT 913.463-010)—Paid by the mile (\$0.20—\$0.50/mile); or by the trip (\$15.50—\$40.00/trip).

**Emergency Medical Technician** (DOT 079.374-010)—Paid by the run, or call.

**Sales Manager** (DOT 163.167-018)—Paid with commissions or bonuses. Employers reported that these workers were concentrated in automobile sales.

**Route Driver** (DOT 293.353-010)—Paid by the day; by the delivery; or by commission.

**Log Loader** (DOT 921.683-058)—Paid by the ton (\$0.50—\$1.75/ton); by the thousand board feet; or by the load (\$12.00—\$25.00/load).

**Retail Store Manager** (DOT 185.167-046)—Paid an hourly wage rate, plus commission; straight commission on sales; gross profit (13-20%); or with bonuses.

**Logging Tractor Operator** (DOT 929.683-010)—Paid by the log (\$0.65—\$2.30/log); by the ton; by the thousand board feet; or by the day.

**Lawyers** (DOT 110.107-010)—Paid a percentage of fees.

**Housekeeper/Cleaner** (DOT 381.687-014)—Paid by the room (\$1.15—\$3.80/room).

**Dental Hygienist** (DOT 078.361-010)—Paid a commission ranging from 36 to 50 percent.

### SIC and DOT Codes

•• SIC stands for Standard Industrial Classification, which is a system developed by the federal Office of Management and Budget to classify business establishments on the basis of industrial activity.

•• DOT stands for *Dictionary of Occupational Titles*, which is a U.S. Department of Labor document listing job descriptions for over 21,000 U.S. occupations, and assigning each occupation a DOT number code.

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## Statewide Fringe Benefit Information

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COMPANY BENEFITS/BONUSES:

	NO. OF FIRMS RESPONDING									
	FULL-TIME EMPLOYEES					PART-TIME EMPLOYEES				
	YES	PER- CENT	NO	PER- CENT	TOTAL	YES	PER- CENT	NO	PER- CENT	TOTAL
PAID HOLIDAYS?.....	3994	66.6	2003	33.4	5997	949	40.6	1391	59.4	2340
PAID SICK LEAVE?.....	3127	48.9	3269	51.1	6396	757	15.5	4131	84.5	4888
PAID MATERNITY LEAVE?.....	663	11.4	5177	88.6	5840	181	3.9	4452	96.1	4633
CREDIT UNION?.....	357	6.0	5610	94.0	5967	209	4.5	4421	95.5	4630
SHIFT PREMIUM?.....	335	5.7	5556	94.3	5891	206	4.5	4403	95.5	4609
SUGGESTION SYSTEM?.....	1423	24.1	4478	75.9	5901	955	20.7	3652	79.3	4607
PROFIT SHARING?.....	1228	20.4	4799	79.6	6027	365	7.8	4291	92.2	4656
CHRISTMAS BONUS?.....	3481	54.7	2885	45.3	6366	1995	41.0	2866	59.0	4861
EDUCATION REIMBURSEMENT?.....	1898	31.4	4146	68.6	6044	786	16.8	3889	83.2	4675
EMPLOYEE DISCOUNT?.....	2856	46.5	3284	53.5	6140	1995	41.7	2793	58.3	4788
COMMISSION ON SALES?.....	990	16.7	4924	83.3	5914	372	8.1	4229	91.9	4601
STOCK PURCHASE PLAN?.....	217	3.7	5643	96.3	5860	71	1.5	4524	98.5	4595
FLEXTIME?.....	1391	23.5	4535	76.5	5926	985	21.1	3673	78.9	4658
TRANSPORTATION ASSISTANCE? (BUS AND/OR PARKING).....	730	12.3	5225	87.7	5955	377	8.1	4268	91.9	4645
CHILD-CARE ASSISTANCE?.....	171	2.9	5710	97.1	5881	106	2.3	4518	97.7	4624

NUMBER OF WEEKS PAID VACATION:

		YEARS OF SERVICE REQUIRED											
		1/2	1	2	3	4	5	6-9	10	11-14	15	20	OVER 20
W E E K S	1	562	2929	143	38	15	33	9	5	1	4		4
	2	77	1603	1699	487	106	245	66	51	8	3	3	8
	3	29	112	78	213	101	785	420	521	66	66	13	15
	4	5	21	13	21	50	53	80	327	101	276	149	44
	5		2	5	4	3	21	10	27	24	69	95	85
	6	1	4	5	5		1	18	8	3	14	41	68
	OVER 6		1					1		1			2

(PLEASE NOTE: THE NUMBER IN EACH CELL REPRESENTS THE NUMBER OF FIRMS RESPONDING.)

HOW MANY DAYS OF PAID HOLIDAYS PER YEAR?

	NO. OF FIRMS RESPONDING	
	FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES
LESS THAN FOUR.....	135	89
FOUR.....	128	45
FIVE.....	293	73
SIX.....	823	191
SEVEN.....	448	98
EIGHT.....	355	70
NINE.....	181	38
TEN.....	575	118
ELEVEN .....	318	79
TWELVE OR MORE.....	143	25
-----		
TOTAL NO. OF FIRMS RESPONDING	3399	826
WEIGHTED AVERAGE (NO. OF DAYS PER YEAR)...	7.7	7.1
MEDIAN (NO. OF DAYS PER YEAR)...	7.0	7.0

HOW MANY DAYS OF SICK LEAVE PER YEAR?

	NO. OF FIRMS RESPONDING	
	FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES
LESS THAN FOUR.....	148	66
4 TO 5.....	493	88
6 TO 7.....	425	77
8 TO 9.....	48	18
10 TO 11.....	306	37
12 TO 13.....	370	60
14 TO 15.....	54	5
16 OR OVER.....	79	16
-----		
TOTAL NO. OF FIRMS RESPONDING	1923	367
WEIGHTED AVERAGE (NO. OF DAYS PER YEAR)...	8.4	7.6
MEDIAN (NO. OF DAYS PER YEAR)...	6.0	6.0



HOW MANY DAYS OF MATERNITY LEAVE PER YEAR?

	NO. OF FIRMS RESPONDING	
	FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES
LESS THAN 11.....	52	9
11 TO 19.....	30	7
20 TO 29.....	19	5
30 TO 39.....	62	10
40 TO 49.....	14	2
50 TO 59.....	0	0
60 AND OVER.....	28	3
-----		
TOTAL NO. OF FIRMS RESPONDING	205	36

TOTAL COST OF COMPANY'S FRINGE BENEFIT  
PACKAGE(S) IS EQUAL TO WHAT PERCENT OF  
STRAIGHT TIME HOURLY WAGE DOLLAR:

PERCENT	FIRMS RESPONDING	
	NUMBER	PERCENT
0 TO 9.9.....	541	19.9
10.0 TO 19.9.....	982	36.1
20.0 TO 29.9.....	688	25.3
30.0 TO 39.9.....	334	12.3
40.0 AND MORE.....	173	6.4
TOTAL NO. OF FIRMS RESPONDING....	2718	100.0
WEIGHTED AVERAGE (OF THE PERCENTS OF STRAIGHT TIME HOURLY WAGE DOLLAR)....	18.8%	
MEDIAN (OF THE PERCENTS OF STRAIGHT TIME HOURLY WAGE DOLLAR)....	17.0%	

UNION INFORMATION:

	NO. OF FIRMS RESPONDING				
	YES	PERCENT	NO	PERCENT	TOTAL
UNION AFFILIATION?.....	242	3.1	7581	96.9	7823
WAGE RE-OPENING CLAUSE?.....	113	1.8	6085	98.2	6198
COST-OF-LIVING CLAUSE?.....	74	1.2	6124	98.8	6198

WHO PAYS THE COST OF COMPANY BENEFIT PROGRAMS?

	EMPLOYER PAID		EMPLOYEE PAID		SHARED COST	
	FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES	FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES	FULL-TIME EMPLOYEES	PART-TIME EMPLOYEES
DENTAL INSURANCE....	734	117	473	335	462	143
EYE GLASSES.....	305	67	485	344	198	65
GROUP LIFE INSURANCE.....	1332	204	426	331	455	148
HOSPITALIZATION INSURANCE.....	1620	202	365	331	980	305
LONG-TERM DISABILITY INSURANCE.....	703	125	438	317	260	60
MAJOR MEDICAL INSURANCE.....	1603	209	367	325	1002	296
PENSION PLAN.....	1007	257	368	281	340	107
PRESCRIPTIONS.....	650	85	415	326	625	193
SHORT-TERM DISABILITY INSURANCE.....	564	114	399	301	192	46
SURGICAL BENEFITS...	928	129	330	299	687	207

(PLEASE NOTE: SOME FIRMS RESPONDED  
TO MORE THAN ONE CATEGORY)

BASIS FOR WAGE AND SALARY INCREASES:

	FIRMS RESPONDING	
	NUMBER	PERCENT
MERIT REVIEW.....	1130	15.8
LENGTH OF SERVICE.....	607	8.5
COST-OF-LIVING.....	270	3.8
COMBINATION OF ABOVE.....	5152	72.0
TOTAL NO. OF FIRMS RESPONDING....	7159	100.0

FREQUENCY OF WAGE AND SALARY ADJUSTMENT:

	FIRMS RESPONDING	
	NUMBER	PERCENT
6 MONTHS.....	715	9.6
ANNUALLY.....	3604	48.6
OTHER.....	3100	41.8
TOTAL NO. OF FIRMS RESPONDING....	7419	100.0

(PLEASE NOTE: SOME FIRMS RESPONDED  
TO MORE THAN ONE CATEGORY)

BASIC WORK WEEK FOR FULL-TIME EMPLOYEES:

HOURS	FIRMS RESPONDING	
	NUMBER	PERCENT
UP TO AND INCLUDING 35.....	1248	17.4
OVER 35 BUT LESS THAN 37.5.....	386	5.4
37.5.....	197	2.7
OVER 37.5 BUT LESS THAN 40.....	441	6.1
40.....	4107	57.3
OVER 40.....	792	11.0
TOTAL NO. OF FIRMS RESPONDING....	7171	100.0

(PLEASE NOTE: SOME FIRMS RESPONDED  
TO MORE THAN ONE CATEGORY)

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## Appendix

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- Wage Conversion Table
- Sample Wage Survey Form
- Sample Fringe Benefit Survey Form



# WAGE TABLE

## Wage Conversion Table

Hourly	Weekly	Monthly	Annually	Hourly	Weekly	Monthly	Annually
3.00	120.00	520.00	6240.00	9.00	360.00	1560.00	18720.00
3.10	124.00	537.30	6448.00	9.10	364.00	1577.30	18928.00
3.20	128.00	554.70	6656.00	9.20	368.00	1594.70	19136.00
3.30	132.00	572.00	6864.00	9.30	372.00	1612.00	19344.00
3.40	136.00	589.30	7072.00	9.40	376.00	1629.30	19552.00
3.50	140.00	606.70	7280.00	9.50	380.00	1646.70	19760.00
3.60	144.00	624.00	7488.00	9.60	384.00	1664.00	19968.00
3.70	148.00	641.30	7696.00	9.70	388.00	1681.30	20176.00
3.80	152.00	658.70	7904.00	9.80	392.00	1698.70	20384.00
3.90	156.00	676.00	8112.00	9.90	396.00	1716.00	20592.00
4.00	160.00	693.30	8320.00	10.00	400.00	1733.30	20800.00
4.10	164.00	710.70	8528.00	10.10	404.00	1750.70	21008.00
4.20	168.00	728.00	8736.00	10.20	408.00	1768.00	21216.00
4.30	172.00	745.30	8944.00	10.30	412.00	1785.30	21424.00
4.40	176.00	762.70	9152.00	10.40	416.00	1802.70	21632.00
4.50	180.00	780.00	9360.00	10.50	420.00	1820.00	21840.00
4.60	184.00	797.30	9568.00	10.60	424.00	1837.30	22048.00
4.70	188.00	814.70	9776.00	10.70	428.00	1854.70	22256.00
4.80	192.00	832.00	9984.00	10.80	432.00	1872.00	22464.00
4.90	196.00	849.30	10192.00	10.90	436.00	1889.30	22672.00
5.00	200.00	866.70	10400.00	11.00	440.00	1906.70	22880.00
5.10	204.00	884.00	10608.00	11.10	444.00	1924.00	23088.00
5.20	208.00	901.30	10816.00	11.20	448.00	1941.30	23296.00
5.30	212.00	918.70	11024.00	11.30	452.00	1958.70	23504.00
5.40	216.00	936.00	11232.00	11.40	456.00	1976.00	23712.00
5.50	220.00	953.30	11440.00	11.50	460.00	1993.30	23920.00
5.60	224.00	970.70	11648.00	11.60	464.00	2010.70	24128.00
5.70	228.00	988.00	11856.00	11.70	468.00	2028.00	24336.00
5.80	232.00	1005.30	12064.00	11.80	472.00	2045.30	24544.00
5.90	236.00	1022.70	12272.00	11.90	476.00	2062.70	24752.00
6.00	240.00	1040.00	12480.00	12.00	480.00	2080.00	24960.00
6.10	244.00	1057.30	12688.00	12.10	484.00	2097.30	25168.00
6.20	248.00	1074.70	12896.00	12.20	488.00	2114.70	25376.00
6.30	252.00	1092.00	13104.00	12.30	492.00	2132.00	25584.00
6.40	256.00	1109.30	13312.00	12.40	496.00	2149.30	25792.00
6.50	260.00	1126.70	13520.00	12.50	500.00	2166.70	26000.00
6.60	264.00	1144.00	13728.00	12.60	504.00	2184.00	26208.00
6.70	268.00	1161.30	13936.00	12.70	508.00	2201.30	26416.00
6.80	272.00	1178.70	14144.00	12.80	512.00	2218.70	26624.00
6.90	276.00	1196.00	14352.00	12.90	516.00	2236.00	26832.00
7.00	280.00	1213.30	14560.00	13.00	520.00	2253.30	27040.00
7.10	284.00	1230.70	14768.00	13.10	524.00	2270.70	27248.00
7.20	288.00	1248.00	14976.00	13.20	528.00	2288.00	27456.00
7.30	292.00	1265.30	15184.00	13.30	532.00	2305.30	27664.00
7.40	296.00	1282.70	15392.00	13.40	536.00	2322.70	27872.00
7.50	300.00	1300.00	15600.00	13.50	540.00	2340.00	28080.00
7.60	304.00	1317.30	15808.00	13.60	544.00	2357.30	28288.00
7.70	308.00	1334.70	16016.00	13.70	548.00	2374.70	28496.00
7.80	312.00	1352.00	16224.00	13.80	552.00	2392.00	28704.00
7.90	316.00	1369.30	16432.00	13.90	556.00	2409.30	28912.00
8.00	320.00	1386.70	16640.00	14.00	560.00	2426.70	29120.00
8.10	324.00	1404.00	16848.00	14.10	564.00	2444.00	29328.00
8.20	328.00	1421.30	17056.00	14.20	568.00	2461.30	29536.00
8.30	332.00	1438.70	17264.00	14.30	572.00	2478.70	29744.00
8.40	336.00	1456.00	17472.00	14.40	576.00	2496.00	29952.00
8.50	340.00	1473.30	17680.00	14.50	580.00	2513.30	30160.00
8.60	344.00	1490.70	17888.00	14.60	584.00	2530.70	30368.00
8.70	348.00	1508.00	18096.00	14.70	588.00	2548.00	30576.00
8.80	352.00	1525.30	18304.00	14.80	592.00	2565.30	30784.00
8.90	356.00	1542.70	18512.00	14.90	596.00	2582.70	30992.00

## WAGE TABLE

Hourly	Weekly	Monthly	Annually	Hourly	Weekly	Monthly	Annually
15.00	600.00	2600.00	31200.00	21.00	840.00	3640.00	43680.00
15.10	604.00	2617.30	31408.00	21.10	844.00	3657.30	43888.00
15.20	608.00	2634.70	31616.00	21.20	848.00	3674.70	44096.00
15.30	612.00	2652.00	31824.00	21.30	852.00	3692.00	44304.00
15.40	616.00	2669.30	32032.00	21.40	856.00	3709.30	44512.00
15.50	620.00	2686.70	32240.00	21.50	860.00	3726.70	44720.00
15.60	624.00	2704.00	32448.00	21.60	864.00	3744.00	44928.00
15.70	628.00	2721.30	32656.00	21.70	868.00	3761.30	45136.00
15.80	632.00	2738.70	32864.00	21.80	872.00	3778.70	45344.00
15.90	636.00	2756.00	33072.00	21.90	876.00	3796.00	45552.00
16.00	640.00	2773.30	33280.00	22.00	880.00	3813.30	45760.00
16.10	644.00	2790.70	33488.00	22.10	884.00	3830.70	45968.00
16.20	648.00	2808.00	33696.00	22.20	888.00	3848.00	46176.00
16.30	652.00	2825.30	33904.00	22.30	892.00	3865.30	46384.00
16.40	656.00	2842.70	34112.00	22.40	896.00	3882.70	46592.00
16.50	660.00	2860.00	34320.00	22.50	900.00	3900.00	46800.00
16.60	664.00	2877.30	34528.00	22.60	904.00	3917.30	47008.00
16.70	668.00	2894.70	34736.00	22.70	908.00	3934.70	47216.00
16.80	672.00	2912.00	34944.00	22.80	912.00	3952.00	47424.00
16.90	676.00	2929.30	35152.00	22.90	916.00	3969.30	47632.00
17.00	680.00	2946.70	35360.00	23.00	920.00	3986.70	47840.00
17.10	684.00	2964.00	35568.00	23.10	924.00	4004.00	48048.00
17.20	688.00	2981.30	35776.00	23.20	928.00	4021.30	48256.00
17.30	692.00	2998.70	35984.00	23.30	932.00	4038.70	48464.00
17.40	696.00	3016.00	36192.00	23.40	936.00	4056.00	48672.00
17.50	700.00	3033.30	36400.00	23.50	940.00	4073.30	48880.00
17.60	704.00	3050.70	36608.00	23.60	944.00	4090.70	49088.00
17.70	708.00	3068.00	36816.00	23.70	948.00	4108.00	49296.00
17.80	712.00	3085.30	37024.00	23.80	952.00	4125.30	49504.00
17.90	716.00	3102.70	37232.00	23.90	956.00	4142.70	49712.00
18.00	720.00	3120.00	37440.00	24.00	960.00	4160.00	49920.00
18.10	724.00	3137.30	37648.00	24.10	964.00	4177.30	50128.00
18.20	728.00	3154.70	37856.00	24.20	968.00	4194.70	50336.00
18.30	732.00	3172.00	38064.00	24.30	972.00	4212.00	50544.00
18.40	736.00	3189.30	38272.00	24.40	976.00	4229.30	50752.00
18.50	740.00	3206.70	38480.00	24.50	980.00	4246.70	50960.00
18.60	744.00	3224.00	38688.00	24.60	984.00	4264.00	51168.00
18.70	748.00	3241.30	38896.00	24.70	988.00	4281.30	51376.00
18.80	752.00	3258.70	39104.00	24.80	992.00	4298.70	51584.00
18.90	756.00	3276.00	39312.00	24.90	996.00	4316.00	51792.00
19.00	760.00	3293.30	39520.00	25.00	1000.00	4333.30	52000.00
19.10	764.00	3310.70	39728.00	25.10	1004.00	4350.70	52208.00
19.20	768.00	3328.00	39936.00	25.20	1008.00	4368.00	52416.00
19.30	772.00	3345.30	40144.00	25.30	1012.00	4385.30	52624.00
19.40	776.00	3362.70	40352.00	25.40	1016.00	4402.70	52832.00
19.50	780.00	3380.00	40560.00	25.50	1020.00	4420.00	53040.00
19.60	784.00	3397.30	40768.00	25.60	1024.00	4437.30	53248.00
19.70	788.00	3414.70	40976.00	25.70	1028.00	4454.70	53456.00
19.80	792.00	3432.00	41184.00	25.80	1032.00	4472.00	53664.00
19.90	796.00	3449.30	41392.00	25.90	1036.00	4489.30	53872.00
20.00	800.00	3466.70	41600.00	26.00	1040.00	4506.70	54080.00
20.10	804.00	3484.00	41808.00	26.10	1044.00	4524.00	54288.00
20.20	808.00	3501.30	42016.00	26.20	1048.00	4541.30	54496.00
20.30	812.00	3518.70	42224.00	26.30	1052.00	4558.70	54704.00
20.40	816.00	3536.00	42432.00	26.40	1056.00	4576.00	54912.00
20.50	820.00	3553.30	42640.00	26.50	1060.00	4593.30	55120.00
20.60	824.00	3570.70	42848.00	26.60	1064.00	4610.70	55328.00
20.70	828.00	3588.00	43056.00	26.70	1068.00	4628.00	55536.00
20.80	832.00	3605.30	43264.00	26.80	1072.00	4645.30	55744.00
20.90	836.00	3622.70	43472.00	26.90	1076.00	4662.70	55952.00

## Wage Conversion Table

# Sample Wage Survey Form

Inventory Clerk-222.387-026--Compiles records concerning the amount, kind, & value of merchandise, material, or stock on hand in an establishment. Prepares reports of inventory balance, prices & shortages.					Entry Level	Wage
Rates Are: — Hourly — Other (specify)	Hours in Normal Work Week	Wage Rates Paid				
		Number of Employees				

Stock Clerk-222.387-058--Receives, stores & issues equipment, material, supplies, merchandise, foodstuffs or tools & compiles stock records in stock-room, warehouse, etc. Maintains perpetual inventory records. Prepares purchase requisitions in accordance with instructions & maintains reports, etc.					Entry Level	Wage
Rates Are: — Hourly — Other (specify)	Hours in Normal Work Week	Wage Rates Paid				
		Number of Employees				

Production Clerk-221.382-018--Expedites flow of work within or between departments of manufacturing plant according to production schedule. Reviews production schedule and work orders and reschedules identical processes to eliminate duplicating machine setups.					Entry Level	Wage
Rates Are: — Hourly — Other (specify)	Hours in Normal Work Week	Wage Rates Paid				
		Number of Employees				

Shipping & Receiving Clerk-222.387-050--Receives, unpacks & examines incoming goods & verifies completeness of shipments against bills of lading or other records. Packs & ships outgoing merchandise & keeps records of shipments.					Entry Level	Wage
Rates Are: — Hourly — Other (specify)	Hours in Normal Work Week	Wage Rates Paid				
		Number of Employees				

Order Clerk-249.367-054--Processes orders for material or merchandise received by mail, telephone or personally from customer or company employee.					Entry Level	Wage
Rates Are: — Hourly — Other (specify)	Hours in Normal Work Week	Wage Rates Paid				
		Number of Employees				

## Fringe Benefits Survey Form

Company Benefits/Bonuses				
	Full-Time Employees		Part-Time Employees	
	YES	NO	YES	NO
Paid Holidays? (For Example: During 1990, State employees will have 11 days, and Federal employees will have 10 days of paid holidays.)				
Paid Sick Leave?				
Paid Maternity Leave?				
Credit Union?				
Shift Premium?				
Suggestion System?				
Profit Sharing?				
Christmas Bonus?				
Educational Reimbursement?				
Employee Discounts?				
Commission on Sales?				
Stock Purchase Plan?				
Flextime?				
Transportation Assistance? (Bus and/or Parking)				
Child-Care Assistance?				

Basic work week for full-time employees (in hours):

- ☐ Up to and including 35 hours  
☐ Over 35, but less than 37 1/2 hours  
☐ 37 1/2 hours

- ☐ Over 37 1/2, but less than 40 hours  
☐ 40 hours  
☐ Over 40 hours

Which of the following are used by your firm as a basis for wage and salary increases?

- ☐ Merit Review    ☐ Length of Service    ☐ Cost of Living    ☐ Combination of these

Frequency of Wage and Salary Adjustments:

- ☐ 6 Months    ☐ Annually    ☐ Other

Does your company have a union affiliation?

☐ Yes  
☐ No

Does your labor contract include a wage re-opening clause?

☐ Yes  
☐ No

☐ Yes  
☐ No  
☐ No

## Paid Vacation (Check only one box per line.)

Vacation Earned	1/2 Year	1 Year	2 Years	3 Years	4 Years	5 Years	Years of Service Required						20 Years	Over 20 Years
							6-9 Years	10 Years	11-14 Years	15 Years				
1 Week														
2 Weeks														
3 Weeks														
4 Weeks														
5 Weeks														
6 Weeks														

Company Benefit Program\*: The total cost of your company's fringe benefit package is equal to what percent of your straight time hour wage dollar?  %

\*Please include Workers' Compensation, Unemployment Insurance tax, FICA (Social Security tax), and other costs for benefits your company provides. Exclude State and Federal income tax, and FUTA tax.

	Paid by Company		Paid by Employee		Company & Employee Share Cost	
	Full-Time Employees	Part-Time Employees	Full-Time Employees	Part-Time Employees	Full-Time Employees	Part-Time Employees
Dental Insurance						
Eye Glasses						
Group Life Insurance						
Hospitalization Insurance						
Long-Term Disability Insurance						
Major Medical Insurance						
Pension Plan						
Prescriptions						
Short-Term Disability Insurance						
Surgical Benefits						

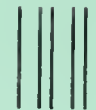
If benefits are offered within your company, who pays the cost?



Return in 5 days to :  
Research & Analysis Bureau  
Department of Labor & Industry  
P.O. Box 1728  
Helena, MT 59624

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# COVER SHEET



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